

CORPORATE GOVERNANCE STATEMENT

Corporate governance statement

For the year ended 30 June 2015

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Corporate governance statement

Introduction

Mirvac is committed to ensuring that its systems, procedures and practices reflect a high standard of corporate governance. The Directors believe that Mirvac's corporate governance framework is critical in maintaining high standards of corporate governance and fostering a culture that values ethical behaviour, integrity and respect to protect securityholders' and other stakeholders' interests at all times.

During the year ended 30 June 2015 ("FY15"), Mirvac's corporate governance framework was consistent with the third edition of the Corporate Governance Principles and Recommendations released by the ASX Corporate Governance Council in August 2007 ("Recommendations") which were updated in 2010 and 2014. The Appendix 4G lodged with ASX Limited ("ASX") indicates whether specific Recommendations are dealt with in this Corporate governance statement or on our website, or a combination of both. In accordance with the Recommendations, copies of the Group policies referred to in this Corporate governance statement¹ are posted to Mirvac's website: www.mirvac.com/about/corporate-governance.

As set out in last year's Corporate governance statement, Mirvac had early-adopted the majority of the amendments to the Recommendations contained in the third edition of the Recommendations, and will now publish its Corporate governance statements on its website rather than in its Annual Report.

This Corporate governance statement was approved by the Board of Mirvac ("Board") and is current as at 13 August 2015 in accordance with ASX Listing Rule 4.10.3.

References to the "Annual Report" are to Mirvac's 2015 Annual Report lodged with the ASX on 13 August 2015.

Mirvac comprises Mirvac Limited and its controlled entities, which includes Mirvac Property Trust and its controlled entities. The shares in Mirvac Limited are stapled to units in Mirvac Property Trust, and are listed on the ASX as the Mirvac Group ("Mirvac" or "Group").

Principle 1: Lay solid foundations for management and oversight

a) Responsibilities of the Board and management

i) Primary role of the Board

The primary role of the Board is to provide strategic oversight and guidance to the Group and effective oversight of management in order to build long term value for securityholders. The Board does this by setting the Group's strategic direction and context, such as Mirvac's mission, vision and values, and focusing on issues critical for its successful execution such as people, performance and the management of risk. The Board is also responsible for overseeing Mirvac's corporate governance framework. In performing its role, the Board has regard to other stakeholder interests and an appropriate risk and return framework.

ii) Board Charter

In order to promote high standards of corporate governance and to clarify the role and responsibilities of the Board, the Board has formalised its roles and responsibilities into a Board Charter. The Board Charter was last updated in June 2015 to clarify the types of information provided to the Board; and to reflect the changes arising from the new organisational structure announced in June 2015. Under the Board Charter, the key responsibilities of the Board include:

- setting the strategic direction of the Group;
- approving operational and financial performance targets and monitoring their achievement;
- appointing and reviewing the performance, remuneration and succession planning of the Chief Executive Officer and Managing Director ("CEO/MD");
- appointing the Chair of the Board;
- monitoring the performance of senior management;
- approving major capital expenditure, acquisitions and divestitures;
- monitoring significant business risks and the adequacy, appropriateness and operation of risk management controls and frameworks;
- overseeing the integrity of the Group's accounting and corporate reporting systems, including appointing or removing the Group's external auditors;
- overseeing the Group's relationship and communications with securityholders;
- approving and monitoring the effectiveness of the Group's system of corporate governance; and
- determining the Group's dividend and distribution policies and the amount, nature and timing of such dividends and distributions.

Non-Executive Directors spend approximately 25 to 30 days each year on Board activities and business, including attendance at Board meetings, Board committee meetings, strategy and budget meetings with management, visits to sites (including interstate) and meetings with Mirvac stakeholders. During FY15, the Board visited China and Singapore, as well as Mirvac offices and sites in Melbourne, Brisbane and Sydney.

The Non-Executive Directors by themselves and the Board as a whole meet regularly without the presence of management to discuss the operation of the Board and a range of other matters.

The CEO/MD provides open and detailed reports on Mirvac's performance and related matters to the Board at each Board meeting. The Chief Financial Officer ("CFO") also provides open and comprehensive reports on Mirvac's financial performance and other relevant matters such as Mirvac's debt and gearing position and the status of Mirvac's financing facilities. The Board monitors the decisions and actions of the CEO/MD, the CFO and other direct reports of the CEO/MD, and the performance of the Group as a whole, to gain assurance that progress is being made towards the attainment of the approved strategies and plans. The Board also monitors the performance of the Group through its Board committees.

Subject to the approval of the Chair, the Board Charter provides that Directors have the right to seek independent professional advice as they consider necessary to fulfil their responsibilities and permit independent judgement in decision making, at the expense of Mirvac.

A copy of the Board Charter is available on the Group's website: www.mirvac.com/about/corporate-governance.

1) Other than the Fraud, Bribery and Corruption Policy and the Political Donations Policy. A summary of these policies is contained in the Code of Conduct which is available on our website (see Principle 3).

Corporate governance statement

Principle 1: Lay solid foundations for management and oversight / continued

iii) Board committees

The Board has established the following standing Board committees:

- Audit, Risk & Compliance Committee (“ARCC”);
- Human Resources Committee (“HRC”); and
- Nomination Committee.

Each standing Board committee has a formal Charter approved by the Board setting out the matters relevant to the composition, terms of reference, process and administration of that Board committee. Details of the role, responsibilities and composition of the standing Board committees are contained elsewhere in this Corporate governance statement.

The Board also established special purpose committees as required during FY15. Membership and terms of reference of these committees are determined for each particular purpose by the Board. Attendances at special purpose committee meetings are included in the Director attendance table on page 10 in the Directors’ report contained in the Annual Report.

All Directors are entitled to attend meetings of the Board committees. Proceedings of each Board committee meeting are reported by the committee Chair at the subsequent Board meeting. Each committee is entitled to the resources and information it requires to discharge its responsibilities, including direct access to senior executives, employees and advisors as needed. Minutes of all Board committee meetings are provided to the Board.

iv) Delegation to the CEO/MD and other senior executives

The Board Charter delegates responsibility for the day-to-day management and administration of the Group to the CEO/MD, assisted by other members of the Executive Leadership Team (“ELT”) and management committees including the Investment Committee (“IC”). The CEO/MD and other senior executives of the Group operate in accordance with Board-approved policies and the Board Delegations of Authority to Management.

v) ELT

The ELT was constituted to assist the CEO/MD in the day-to-day management and administration of Mirvac. The ELT Charter sets out the ELT’s role, responsibilities and delegated authority from the Board via the CEO/MD. The terms of the ELT Charter specify the membership of the ELT, which currently comprises the CEO/MD, CFO, Chief Investment Officer (“CIO”), Head of Culture and Reputation, Head of Office and Industrial, Head of Retail, Head of Residential and Head of Cities and Urban Renewal. This follows the implementation of Mirvac’s new organisational structure which was implemented in June 2015, resulting in changes to the ELT membership.

vi) IC

The IC was constituted to assist the CEO/MD in the capital allocation process of Mirvac. The IC Charter sets out the IC’s role, responsibilities and delegated authority from the Board via the CEO/MD. The terms of the IC Charter specify the membership of the IC, which currently comprises the CFO, CIO and certain other members of senior management. The approved registers of resolutions made by the IC (as well as the ELT) are provided to the Board.

vii) Appointment of new Directors

Appropriate checks are undertaken before a new candidate is recommended to the Board for appointment as a Director. This includes checks as to the person’s character, experience, education, criminal record and bankruptcy history.

The notices of meeting and explanatory notes for the 2015 Annual General and General Meetings (“AGM”) will contain all of the information set out in Recommendation 1.2 of the Recommendations in relation to each Director standing for election or re-election, including their biographical details, details of other material directorships, the Director’s independence and a statement by the Board as to whether it supports their election or re-election.

b) Written agreements with Directors and senior executives

Mirvac has written agreements in place with each current Director which sets out the terms of their appointment and includes each of the matters listed in the commentary to Recommendation 1.3 of the Recommendations (such as the time commitment envisaged, remuneration arrangements, the requirement to disclose Directors’ interests and comply with key corporate policies, indemnity and insurance arrangements, and confidentiality obligations).

All senior executives including the CEO/MD have their position descriptions, roles and responsibilities set out in writing, either in their employment contract or as part of the performance management system.

Under the ASX Listing Rules, Mirvac is required to disclose (and has disclosed) the material terms of any employment, service or consultancy agreement it enters into with the CEO/MD and any other Director (or their related parties), or any material variation to such agreement.

c) Company Secretary

The Board has appointed a Company Secretary who is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board. Each Director communicates directly with the Company Secretary and vice versa. The role of the Company Secretary includes:

- advising the Board and its committees on governance matters;
- monitoring that Board and committee policy and procedures are followed;
- coordinating the timely completion and despatch of Board and committee papers;
- ensuring that the business at Board and committee meetings is accurately reflected in the minutes; and
- helping to organise and facilitate the induction and professional development of Directors.

d) Board and Director performance evaluation

The Board undertakes an annual assessment and review of performance with every second annual review being conducted with the assistance of an external consultant. The review process includes an assessment of the performance of the Board, the Board committees and each individual Director with the results presented to the Board.

The Chair also seeks feedback on the performance of the Board and Directors from the CEO/MD and certain other members of the ELT. Feedback is also sought on the Chair’s performance.

The Chair provides open and transparent performance feedback to the Board, the Board committees and each individual Director, based on the discussions conducted.

The results of the Board performance review process for the year ended 30 June 2014 (“FY14”) and for FY15 (which was conducted with the assistance of an external consultant) were shared with the entire Board and key members of management. Both of the reviews identified that the Board is functioning efficiently and effectively, and some continuous improvement and governance changes were implemented.

Principle 1: Lay solid foundations for management and oversight / continued

e) Evaluation of performance of senior executives

The performance of senior executives is reviewed on an annual cycle, with an interim six monthly review. This is part of Mirvac's performance management system. The performance management system comprises a series of key performance indicators ("KPIs") which are aligned to Mirvac's strategic objectives. Performance is measured against the agreed KPIs and against consistency of senior executives' behaviour against the Mirvac corporate values.

On an annual basis, the Chair and the Board review the performance of the CEO/MD, following a review by the HRC. The CEO/MD is assessed against qualitative and quantitative criteria, including profit performance of Mirvac and achievement of other measures, including safety performance and alignment of Group performance to strategic objectives. In turn, the CEO/MD reviews the performance of her direct reports against their agreed KPIs, which are reviewed by the HRC.

Further information on performance evaluation and remuneration (including assessment criteria) is set out in the Remuneration report starting on page 11 of the Annual Report.

f) Diversity

Mirvac has adopted, and is fully compliant with, Recommendation 1.5 of the Recommendations. Mirvac has reviewed Recommendation 1.5 and has adopted a definition of "senior executive" in line with Recommendation 1.5 for the purpose of disclosing the proportion of women in senior executive positions (being CEO – 2). Mirvac's Diversity Policy can be found on the website at: www.mirvac.com/about/corporate-governance. Mirvac continues to demonstrate its ongoing commitment to diversity by developing targeted initiatives that support Mirvac's Diversity Policy. Mirvac's Diversity and Inclusion vision is to 'build a diverse team and inclusive culture that values the diversity of perspectives and enables our people to: safely contribute; realise their potential; respond to our stakeholders' needs; and provide Mirvac with a competitive advantage'. This vision will be delivered through four key focus areas:

Initiative	Outcome
Diversity of thought	A culture that honours the individual and supports diversity of thought will underpin innovation and our capacity to identify and adapt to change.
Inclusive culture	Foster a safe and respectful environment that seeks, cultivates and leverages the views of a demographically diverse workforce, by reflecting inclusion in our values and building inclusive leadership.
Flexibility	Develop innovative approaches to work arrangements that enable our employees to achieve better work/life quality and differentiate Mirvac in the battle for talent.
Gender balance	Continue our initiatives to reduce bias and provide equal opportunity for females to contribute and progress their careers at Mirvac. Drive participation in industry advocacy to improved gender representation within the broader property sector.

Mirvac's commitment to diversity extends beyond the programs and initiatives in place, and it strives to create a culture in which both visible and tacit differences are recognised and valued. Mirvac believes its competitive advantage lies in creating and maintaining a culture where all employees are able to contribute and fulfil their potential. Mirvac's goal is to have a workforce representative of the communities in which it operates.

The Board has committed to measurable gender diversity targets and reports on progress each year and is responsible for the regular review of diversity-related activities.

The Board has appointed the Chair, John Mulcahy, as the diversity program sponsor. The CEO/MD, Susan Lloyd-Hurwitz, chairs the newly formed Mirvac Diversity and Inclusion Council. The Council consists of representatives from across the various parts of the business and regularly meets to coordinate diversity and inclusion activities.

Mirvac aspires to ensure diversity outcomes are integrated at every level of its business. Gender balance still remains a strong focus area of the Diversity Policy; however, there is also a focus on a number of other enablers such as flexibility that will help to drive a diverse and inclusive culture. Mirvac currently has two male employees participating in the Equilibrium Man Challenge, a Workplace Gender Equality Agency ("WGEA") initiative. This challenge is an observational documentary series that follows the journey of these men as they negotiate and move to more flexible working arrangements to help achieve balance in their lives.

In preparation for the move to a more flexible working environment in the Sydney Headquarters, a new Flexibility Charter has been developed. Prior to the move, leaders and their team members get the chance to discuss this Charter and determine how they will need to adapt the way they work. They are supported through technical and behavioural training to help them make the shift.

Flexibility is also one of the key drivers of the Property Male Champions of Change ("PMCC") where Mirvac's Chairman, John Mulcahy, is a member. The PMCC are exploring how to mainstream flexibility across the property and construction sectors. A number of focus groups have been held with John Mulcahy to gather views on the advancement and development of women in the industry and what flexibility means to people at Mirvac. Mirvac will continue to work with the PMCC to drive this flexibility initiative.

In 2015, Mirvac received the "Employer of Choice for Gender Equality" citation from the WGEA. This citation, which was only awarded to 76 organisations, highlights Mirvac's commitment to encouraging, recognising and promoting active commitment to achieving gender equality.

The details of the updated measurable objectives and targets are outlined below.

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Principle 1: Lay solid foundations for management and oversight / continued

Proportion of female employees

In line with the Diversity Policy, the table below outlines Mirvac's female representation targets, and progress against achievement of these targets:

	Measurable objective			Actuals	
	2018 target (%)	2020 target (%)	FY09 (%)	FY14 (%)	FY15 (%)
Female representation on Mirvac Board	40-60	50	14	33	50
Female representation in senior executive positions	36-40	50	N/A	34	38
Female representation in the workplace	40-45	50	43	39	41

Female representation in senior executive positions is defined as a senior management position up to two reporting levels below the CEO/MD (ie. CEO – 2).

Mirvac has lodged its 2014/15 WGEA report containing the Gender Equality Indicators, and a copy is available on our website at: www.mirvac.com/Careers/Careers-at-Mirvac.

A copy will also be published by the WGEA on their website (under Mirvac Projects Pty Ltd) at: www.wgea.gov.au/report/public-reports.

Principle 2: Structure the board to add value

a) Structure of the Board

Together, the Board members have a broad range of financial and other skills, experience and expertise required to effectively oversee Mirvac's business. The Board has also achieved 50 per cent female representation on the Board during FY15, and will strive to remain within the target range of 40 to 60 per cent in line with the 2018 target. The Board currently comprises seven Non-Executive Directors and one Executive Director (being the CEO/MD), following the appointment of two Non-Executive Directors during FY15. The Chair of the Board, John Mulcahy, is an independent Non-Executive Director. The skills, experience and expertise of each Director are set out on pages 8 and 9 in the Directors' report contained in the Annual Report. The Board determines its size and composition subject to the limits imposed by Mirvac's Constitutions, which provide that there be a minimum of three and a maximum of 10 Directors (or a number less than 10 determined by the Directors).

The Board Charter provides that the Board will comprise:

- a majority of independent Non-Executive Directors;
- Directors with an appropriate range of skills, experience and expertise from a diverse range of backgrounds;
- Directors who have a proper understanding of, and competence to deal with, current and emerging issues of the business; and
- Directors who can effectively review and challenge the performance of management and exercise independent judgement.

The tenure of the Directors is governed by Mirvac's Constitutions and the ASX Listing Rules. In summary:

- one-third of the Directors (excluding the CEO/MD and any Director appointed to fill a casual vacancy or as an additional Director), or if their number is not three or a multiple of three, then the number nearest one-third (but not more than one-third) must retire from office and stand for election at each AGM;
- a Director (other than the CEO/MD) must retire at the conclusion of the third AGM after the Director was last elected or re-elected even if their retirement results in more than one-third of all Directors retiring; and
- a Director appointed to fill a casual vacancy or as an additional Director (other than the CEO/MD) only holds office until the next AGM, where they must retire and seek election by securityholders at the AGM.

Directors required to retire at an AGM, or who only hold office until the next AGM, are eligible for re-election or election (as appropriate) at that AGM.

The period of office held by each current Director, and the independence status of each Director, is as follows:

Director	Appointed	Last elected or re-elected at an AGM	Independence status
John Mulcahy (Chair) ¹	November 2009	14 November 2013	Independent
Susan Lloyd-Hurwitz (CEO/MD)	November 2012	N/A	Executive (non-independent)
Christine Bartlett	December 2014	Will stand for election at 2015 AGM	Independent
Peter Hawkins	January 2006	20 November 2014	Independent
James M. Millar AM	November 2009	14 November 2013	Independent
Samantha Mostyn	March 2015	Will stand for election at 2015 AGM	Independent
John Peters	November 2011	Will stand for re-election at 2015 AGM	Independent
Elana Rubin	November 2010	20 November 2014	Independent

1) John Mulcahy was appointed as Chair on 14 November 2013.

Principle 2: Structure the board to add value / continued

b) Board independence

The Board only considers Directors to be independent where they are independent of management and free of any other business relationship that could materially interfere with, or could reasonably be perceived to interfere with, the exercise of their unfettered judgement. The Board has adopted guidelines to assist in considering the independence of Directors which have been formulated by reference to the factors contained in the Recommendations. In general, the Board has determined that a Director is considered to be independent if they are Non-Executive (and have not been employed in an executive capacity within the Mirvac Group in the past three years) and they:

- are not a substantial securityholder (being a person holding more than five per cent of Mirvac's voting stock), or an officer of or otherwise associated with a substantial securityholder;
- have not (and have not within the last three years) been a partner, director or senior employee of a professional advisor to Mirvac whose billings exceed five per cent of the advisor's total revenues;
- have not (and have not within the last three years) been in a material business relationship (for example, as a supplier or customer) with any entity in the Mirvac Group (that is, amounts received from or payable to the supplier or customer exceed five per cent of the supplier's total revenues or the customer's total operating costs) or an officer of or otherwise associated with someone with such a relationship;
- have no material contractual relationship with any entity in the Mirvac Group other than as a Director;
- have no close family ties with any person who falls within any of the categories described above; or
- have not been a Director for such a period that their independence may have been compromised.

However, a qualitative assessment of whether any particular relationship could affect a Director's independence will override these quantitative considerations. The materiality of the interest, position, association or relationship will also be assessed to determine whether it might interfere with, or might reasonably be seen to interfere with, the Director's capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of the Mirvac Group and its securityholders generally.

The Board is responsible for assessing the independence of Directors upon appointment and each year through an attestation by each Director. Each Non-Executive Director also has an ongoing obligation to disclose any personal interest which could materially interfere with, or could reasonably be perceived to materially interfere with, the independent exercise of judgement or where they do not meet the Board's guidelines for assessing independence.

The Board is comfortable that no Director has served for a period such that their independence may have been compromised.

As set out in the table on page 4, it is the Board's view that all of its independent Non-Executive Directors (that is, seven out of eight Directors) exercised judgement and discharged their responsibilities in an unrestricted and independent manner throughout FY15. The Board also recognises that the interests of Mirvac and its securityholders is well served by having a mix of Directors, some with a longer tenure with a deep understanding of Mirvac's business and some with a shorter tenure who bring fresh ideas and perspective to the Board.

c) Chair's responsibilities and independence

The Board Charter provides that the Chair of the Board:

- is appointed by the Directors; and
- must be an independent Non-Executive Director.

The Chair of the Board is John Mulcahy, an independent Non-Executive Director. He was appointed as an independent Non-Executive Director on 19 November 2009 and appointed Chair on 14 November 2013. The Board considers that having an independent Chair contributes to a culture of openness and constructive challenge that allows for a diversity of views to be expressed by Directors, and in applying appropriate scrutiny and challenge to management.

d) Nomination Committee

The Nomination Committee was formed by resolution of the Board in accordance with the Board Charter. The Nomination Committee is governed by the Nomination Committee Charter, which was updated during FY15 and is available on Mirvac's website: www.mirvac.com/about/corporate-governance.

The function of the Nomination Committee is to assist the Board in fulfilling its oversight responsibility to securityholders by ensuring the Board (and relevant subsidiary boards) comprise individual Non-Executive Directors best able to discharge the responsibilities of Directors having regard to the law and excellence in governance standards.

The Nomination Committee currently consists of four members who are appointed by the Board. The current members of the Nomination Committee are John Mulcahy (Chair), Peter Hawkins, James M. Millar and Elana Rubin, each of whom is an independent Non-Executive Director. The membership of the Nomination Committee was reviewed during FY15, leading to the appointment of James M. Millar in December 2014.

The accountabilities and responsibilities of the Nomination Committee are set out in the Nomination Committee Charter. The responsibilities include:

- reviewing and making recommendations to the Board on Mirvac's remuneration framework and fee levels for Non-Executive Directors on the Board and subsidiary boards;
- reviewing and making recommendations to the Board on the size and composition of the Board and subsidiary boards with Non-Executive Director members, which includes assessing the skills required to competently discharge the Board's (and subsidiary board's) duties, including specific qualities or skills that the Committee believes are necessary for one or more of the Non-Executive Directors of the Board (or subsidiary board) to possess and the mix of skills, experience and diversity that the Board desires to achieve, and conducting searches for new Board members;
- recommending the appointment and re-election of Directors to the Board and subsidiary boards, including recommending the appointment of the Chair of the Board, subsidiary boards and standing Board committees;
- ensuring succession plans are in place for Board members including the Chair and CEO/MD;
- assessing and reviewing annually the performance of the Board as a whole, its committees and individual Directors; and
- reviewing the induction and continuing education program for Directors.

As noted in last year's Corporate governance statement, the whole Board chose to undertake the responsibilities of the Nomination Committee for FY14. However, for FY15 the Nomination Committee undertook these responsibilities itself. Details of meeting attendance of members of the Nomination Committee for FY15 are contained in the following table:

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Principle 2: Structure the board to add value / continued

Director	Number of Committee meetings attended in FY15 while a member	Number of Committee meetings held in FY15 while a member
John Mulcahy (Chair)	2	2
Peter Hawkins	2	2
James M. Millar AM ¹	2	2
Elana Rubin	2	2

1) James M. Millar was appointed as a member of the Nomination Committee effective 1 December 2014.

e) Director skills matrix, selection process and Board renewal

The Nomination Committee manages the process of reviewing and recommending preferred Director candidates to the Board. In late 2014, the Board reviewed the skills, experience, expertise and personal qualities that will best complement the Board's effectiveness and then assessed the extent to which these are represented on the existing Board. Following this review, and in light of the resignation of two Non-Executive Directors from the Board during FY14, the Board identified the need to appoint additional Directors to the Board and undertook a search for candidates with the assistance of an external search organisation.

The Board seeks to have a mix of skills, experience and diversity across its members, including the skills required to competently discharge the Board's (and subsidiary board's) duties. The mix of skills, experience and diversity the Board is looking to achieve in its membership includes:

- financial expertise;
- industry experience;
- technical expertise related to Mirvac's current and future business;
- Directors who have a proper understanding of, and competence to deal with, current and emerging issues of the business; and
- Director independence.

The Board also has a target range of 40 to 60 per cent female membership by 2018, and 50 per cent by 2020, to reflect the communities and customers Mirvac serves.

The search for new Directors possessing the skills, experience and diversity which best complemented the Board's effectiveness and the skills and experience of the Board resulted in the appointment of Christine Bartlett and Samantha Mostyn as Non-Executive Directors in December 2014 and March 2015, respectively. Mirvac therefore currently has 50 per cent female representation on the Board which is within its 2018 target range, and will strive to remain within the target range.

The Board considers that it has the mix of skills, experience and diversity across its members to be an effective Board, as set out in the current Mirvac Board skills and experience matrix below:

Skills and experience	Number of Directors/ Board representation (out of 8)
Executive leadership Senior executive experience including international experience.	8
Board experience Experience as a board member or member of a governance body.	6
Financial acumen Senior executive or equivalent experience in financial accounting and reporting, corporate finance, risk and internal controls.	8
Health, safety, environment and sustainability Experience related to health, safety, environmental, social responsibility, or sustainability initiatives.	8
Governance Experience with sophisticated governance structures.	7
Strategy Experience in developing, implementing and challenging a plan of action designed to achieve the long term goals of an organisation.	7
Real estate management, development or funds management Experience in real estate management, property development, construction or funds management.	6
Capital management Experience in capital management strategies, including capital partnerships, debt financing and capital raisings.	6

The Nomination Committee recognises that the mix of skills, experience and diversity will change from time to time as Mirvac's business and environment changes.

A key component of the Board renewal and selection process is ensuring succession plans are in place for Directors including the Chair and CEO/MD. The Nomination Committee ensures that succession plans are in place, taking into account the strategic priorities and direction of the Mirvac Group and what skills, experience and expertise are likely to be needed on the Board in the future.

f) Induction

All new Directors participate in a formal induction program. This includes meetings with the CEO/MD and other senior executives (including other members of the ELT, Group General Manager Risk and Audit, and Head of Human Resources), briefings on Mirvac's strategy, independent meetings with Mirvac's external and internal auditors, provision of all relevant corporate governance material and policies, and discussions with the Chair and other Directors.

g) Continuing education

Directors are provided with continuing education and professional development opportunities (at the Group's expense) to update and enhance their skills and knowledge needed to perform their role effectively, including:

- office and site visits to understand Mirvac's operations throughout Australia;
- briefings on any key changes to the industry and environment in which Mirvac operates, including regular health, safety and environment updates;
- ongoing briefings on developments in accounting standards and corporate governance changes; and
- attendance at external education and other professional development opportunities including Director-related courses and industry conferences.

Principle 3: Act ethically and responsibly

a) Responsibilities of the Board and management

i) Conduct and ethics – Code of Conduct

Mirvac has a Code of Conduct (the “Code”) which espouses its core values and reflects the Recommendations in terms of the matters it addresses. The Code applies to the Board, executives, employees and contractors (known as “Workplace Participants”). A copy of the Code is posted to Mirvac’s website: www.mirvac.com/about/corporate-governance.

Mirvac is committed to maintaining a high standard of ethical business behaviour at all times and requires Workplace Participants to treat others with fairness, honesty and respect. The Code:

- articulates the high standards of honest, ethical and legal behaviour expected of Mirvac Workplace Participants;
- encourages the observance of those standards so as to protect and promote the interests of securityholders and other stakeholders in Mirvac;
- guides Workplace Participants as to the practices thought necessary to maintain confidence in Mirvac’s integrity; and
- sets out the responsibility and accountability of Directors, the ELT and managers in particular, to report and where appropriate to investigate reports of unethical and/or illegal practices.

Mirvac has an established Open Line Policy which provides a mechanism for employees to report concerns regarding potentially unethical, unlawful or improper practices or behaviours. The Open Line Policy provides protection for individuals reporting such matters in good faith. Access to Mirvac’s Open Line is also available to any third party including suppliers, customers and securityholders who wish to report any concerns. A copy of the Open Line Policy, together with the web form and Open Line contact number, is available on Mirvac’s website: www.mirvac.com/about/corporate-governance. The website also includes Mirvac’s public commitment to the non-tolerance of any unlawful, unethical payments or inducements.

Mirvac also has a specific Fraud, Bribery and Corruption Policy which outlines its commitment to prevent fraud, bribery and corruption and provides guidance to Workplace Participants to manage these risks.

ii) Conflicts of interest

The Board Charter sets out the obligations of Directors in dealing with any conflicts of interest. Pursuant to the Board Charter, Directors are obliged to:

- disclose to the Board any interest which may give rise to a real or substantial possibility of conflict (including any material personal interest) immediately upon becoming aware of the interest, including any proposed Board or executive appointments to other organisations;
- take any necessary and reasonable measures to manage or resolve the conflict; and
- comply with the *Corporations Act 2001* provisions on disclosing interests and restrictions on voting if a conflict or potential conflict situation exists.

Unless the Board determines otherwise, a Director with any actual or potential conflict of interest in relation to a matter before the Board does not:

- receive any Board papers in relation to that matter; and
- participate in any discussion or decision making in relation to that matter.

Related party transactions are governed by the Conflicts of Interest and Related Party Transactions Policy, which was updated in May 2014 to redefine the purpose and application to the Group and clearly set out the Group’s position as to how it identifies and manages conflicts of interest. A copy of the Policy is available on Mirvac’s website: www.mirvac.com/about/corporate-governance.

Mirvac’s Code of Conduct also sets down guidelines for dealing with conflicts of interest that may arise particularly for senior executives and other employees.

iii) Dealings in Mirvac securities

In line with Mirvac’s Code of Conduct, Mirvac has implemented a Security Trading Policy which covers dealings in Mirvac securities by Directors, executives and other designated employees, as well as their respective associates (“Restricted Officers”). Restricted Officers may only deal in Mirvac securities (with prior approval to do so), or in securities of other publicly listed entities that are related to Mirvac, outside certain periods as identified in the Policy. Notwithstanding this, no Director, executive or other employee may deal in Mirvac securities if they are in possession of price sensitive information not available to the market. Margin loans and any form of hedging or short term speculative dealing in Mirvac securities (including options or derivatives) are prohibited under the Policy.

The Security Trading Policy sets out the specific approval process to be followed prior to any dealing in Mirvac securities by Restricted Officers. Any dealing in Mirvac securities by Directors is notified to the ASX within five business days of the transaction.

In 2012, the Board established minimum Mirvac Securityholding Guidelines for Non-Executive Directors which recommend Non-Executive Directors build up to a minimum securityholding level of 25,000 Mirvac securities within two years of appointment. Any purchases of Mirvac securities will be subject to the Security Trading Policy. All Directors (other than Samantha Mostyn who was appointed during FY15) have achieved the minimum securityholding level of 25,000 Mirvac securities as set out on page 25 in the Directors’ report contained in the Annual Report.

A copy of the Security Trading Policy is available at Mirvac’s website: www.mirvac.com/about/corporate-governance.

iv) Political donations

The *Election Funding, Expenditure and Disclosures Act 1981* (amended in 2009) prohibits property developers from making political donations. Mirvac has in place a Political Donations Policy, which prohibits the Group and any Mirvac employee from making (or soliciting another person to make) any political donation on behalf of the Group (including in their personal capacity for Directors and certain designated employees). During FY15, Mirvac (including its Directors and the designated employees) made no political donations.

Principle 4: Safeguard integrity in corporate reporting

a) ARCC

i) ARCC Charter

The ARCC was formed by resolution of the Board in accordance with the Board Charter. The ARCC is governed by the ARCC Charter, which was last updated in June 2015 and is available on Mirvac's website: www.mirvac.com/about/corporate-governance.

ii) Role of the ARCC

The objective of the ARCC is to assist the Board in fulfilling its corporate governance and oversight responsibilities in relation to the Group's financial reporting, systems of internal control and management of risk, internal and external audit functions, and compliance obligations including the processes for monitoring compliance with relevant laws and regulations and the Mirvac Group Code of Conduct. It is the ARCC's role to ensure that Mirvac's financial statements and disclosures are complete and accurate and are in accordance with generally accepted accounting principles and applicable laws. The ARCC is also responsible for making recommendations to the Board regarding the selection and appointment of the external auditor and the rotation of external audit engagement partners, as outlined in the Committee Charter and set out below.

iii) ARCC composition

The ARCC currently consists of five members. Members are appointed by the Board and all members are Non-Executive and independent. The current members of the ARCC are James M. Millar (Chair), Christine Bartlett, Peter Hawkins, John Mulcahy and Elana Rubin.

Each member of the ARCC has the technical expertise to enable the Committee to effectively discharge its mandate. The Chair of the ARCC, James M. Millar, is the former Chief Executive Officer of Ernst & Young. Further details of each members' qualifications can be found at pages 8 and 9 in the Directors' report contained in the Annual Report.

The CEO/MD, CFO, and Group General Manager Risk and Audit as well as representatives of the external and internal auditors are able to attend ARCC meetings. The ARCC regularly meets with the external auditors without management present. Details of meeting attendance of members of the ARCC for FY15 are contained in the following table:

Director	Number of ARCC meetings attended in FY15 while a member	Number of ARCC meetings held in FY15 while a member
James M. Millar AM (Chair)	6	6
Christine Bartlett ¹	4	4
Peter Hawkins	6	6
John Mulcahy	6	6
Elana Rubin	6	6
Former member		
Paul Barker ²	2	2
John Peters ³	2	2

1) Christine Bartlett was appointed as a member of the ARCC effective 1 December 2014.

2) Paul Barker resigned as a member of the ARCC effective 1 December 2014. Paul Barker is the Chair of Mirvac Funds Management Limited, the responsible entity for Mirvac's managed investment schemes and was appointed due to this role. Further details are contained in Mirvac's 2014 Corporate governance statement.

3) John Peters resigned as a member of the ARCC effective 1 December 2014.

iv) ARCC responsibilities

The ARCC Charter sets out the responsibilities of the ARCC which include:

- reviewing Mirvac's risk profile including approving the Group's Business Continuity Plan and insurance program (other than Directors and Officers insurance);
- reviewing and recommending to the Board the adoption and maintenance of policies and procedures to ensure there is an adequate system of internal control, management of business risks and safeguarding of assets, and accountability at senior management level for risk oversight and risk management;
- overseeing and approving Mirvac's financial reporting and disclosure processes, and reviewing and recommending Mirvac's financial statements, proposed distributions and significant accounting policies and principles to the Board;
- overseeing Mirvac's external auditor including approving the external audit annual plan and monitoring compliance with the non-audit services policy (see below);
- overseeing Mirvac's Internal Audit function including approving the Internal Audit annual plan and reviewing the results of any significant internal audits and issues raised;
- reviewing and overseeing Mirvac's compliance framework; and
- reviewing and making recommendations on Mirvac's Anti-Money Laundering and Counter-Terrorism Financing Program and Policy.

v) Compliance

The ARCC has direct responsibility for monitoring and reviewing the compliance plans of Mirvac's registered managed investment schemes and compliance with Mirvac's Australian Financial Services licences. The ARCC Charter was updated during FY15 to provide for direct reporting on risk, compliance and internal audit activities to Mirvac Funds Management Limited, the responsible entity for Mirvac's registered managed investment schemes. However, detailed consideration of these matters will be undertaken by the Responsible Entity Board itself.

b) External auditor relationship

i) Role of the ARCC

The ARCC is responsible for overseeing the relationship with the Group's external auditor, PricewaterhouseCoopers ("PwC"). In addition to the matters set out above, the ARCC is also responsible for monitoring and evaluating the performance, independence and objectivity of the external auditor and the provision of non-audit services.

ii) Auditor independence

In accordance with the *Corporations Act 2001*, it is Mirvac's policy to rotate the audit engagement partner on the listed entity (being the Mirvac Group) at least every five years, and in accordance with that policy a new audit engagement partner will be introduced for the year ending 30 June 2016.

To maintain auditor independence, the Board has adopted a policy and practice protocol related to non-audit services. A copy of the Non-Audit Services Provided by the Independent External Auditors Policy ("Non-Audit Services Policy") is available at Mirvac's website: www.mirvac.com/about/corporate-governance.

The Non-Audit Services Policy specifies that Mirvac's external auditor cannot be engaged to undertake any non-audit services for the Mirvac Group that results in the external auditor:

- creating a mutual or conflicting interest with that of the Mirvac Group;
- auditing their own work;
- acting in a management capacity or as an employee of the Mirvac Group;
- providing appraisal or valuation and fairness opinions;
- performing internal audit services; or
- acting as an advocate for the Mirvac Group.

Principle 4: Safeguard integrity in corporate reporting / continued

No non-audit services will be awarded to the external auditor if the ARCC (or the CEO/MD or CFO) believes such work would give rise to a "self review threat" (as defined in APES 110 *Code of Ethics for Professional Accountants*) or would create an actual or perceived conflict of interest for the external auditor or any member of the audit team, or would otherwise compromise the auditor's independence requirements under the *Corporations Act 2001*.

In addition, under the Non-Audit Services Policy the Chair of the ARCC must give prior approval for any non-audit services engagement of Mirvac's external auditor where the fee for the particular engagement exceeds \$100,000, or if the annual cumulative fees for all non-audit services exceed, or are likely to exceed, 50 per cent of the auditor's annual audit fees. The CEO/MD or the CFO can approve the appointment if the engagement falls below these amounts.

An analysis of fees paid to the external auditors, including details of fees for non-audit services, is provided in note 27 to the financial statements contained in the Annual Report.

iii) Certificate of independence

PwC has provided the ARCC with a half yearly and annual certification of its continued independence, in accordance with the requirements of the *Corporations Act 2001*, and in particular confirmed that it did not carry out any services or assignments during FY15 that were not compatible with auditor independence.

iv) Auditor attendance at AGM

The external auditor attends the AGM and securityholders are provided with a reasonable opportunity to ask questions of the external auditor relevant to the audit. The external auditor also has the opportunity to answer written questions submitted by securityholders in advance of the AGM.

c) Assurances from the CEO/MD and CFO

The CEO/MD and the CFO have provided the following assurance to the Board in connection with Mirvac's financial statements and reports for FY15, namely that in their opinion:

- the financial records of the Mirvac Group for FY15 have been properly maintained in accordance with section 286 of the *Corporations Act 2001*, such that those records correctly record and explain the Group's transactions and its financial position and performance and enable true and fair financial statements to be prepared and audited;
- Mirvac Group's financial statements, and the notes to those statements, for FY15 comply with accounting standards (as defined in the *Corporations Act 2001*) and are in accordance with the *Corporations Act 2001*;
- Mirvac Group's financial statements, and the notes to those statements, for FY15 give a true and fair view of the financial position and performance of the Mirvac Group;
- there are reasonable grounds to believe that Mirvac will be able to pay its debts as and when they become due and payable;
- each of the statements referred to above is founded on a sound system of risk management and internal compliance and control which implements the policies adopted by the Board; and
- Mirvac's system of risk management and internal compliance and control is operating effectively in all material respects in relation to financial reporting risks.

The effective control environment established by the Board supports this assurance provided by the CEO/MD and the CFO. However, it should be noted that joint venture arrangements, which are not controlled by Mirvac, are not covered for the purpose of this assurance or the declaration given under section 295A of the *Corporations Act 2001*.

Mirvac's practice has been to provide similar assurances to the Board for the Group's interim financial statements and reports.

Principle 5: Make timely and balanced disclosure

a) Commitment to disclosure

Mirvac is committed to ensuring:

- compliance with the ASX Listing Rules disclosure requirements;
- awareness and accountability at a senior executive level for that compliance;
- facilitation of an efficient and informed market in Mirvac securities by keeping the market apprised through ASX announcements of all information that a reasonable person would expect to have a material effect on the price or value of Mirvac's securities; and
- compliance with the requirements of the *Corporations Act 2001*, the ASX Listing Rules and the Recommendations.

b) Continuous Disclosure and External Communications Policy

During FY15, Mirvac's Continuous Disclosure Policy was merged with its Communications Policy and renamed the Continuous Disclosure and External Communications Policy. The revised Policy was adopted in August 2014 and further revised in June 2015.

The Policy is designed to support Mirvac's commitment to a fully informed market in Mirvac securities by:

- ensuring that Mirvac complies with its continuous disclosure obligations under the ASX Listing Rules and the *Corporations Act 2001* and there is accountability of Directors and senior executives for that compliance;
- establishing a corporate governance framework to enable disclosure to securityholders and the market in a timely, effective, consistent and transparent manner;
- establishing a corporate governance framework for external communications to minimise the risk of selective or inadvertent disclosure of material information; and
- establishing a system for monitoring compliance with Mirvac Group's continuous disclosure obligations.

A copy of the Policy is available at Mirvac's website: www.mirvac.com/about/corporate-governance.

Corporate governance statement

Principle 6: Respect the rights of securityholders

a) Continuous Disclosure and External Communications Policy

As noted in Principle 5 above, Mirvac now has a Continuous Disclosure and External Communications Policy which is available through Mirvac's website: www.mirvac.com/about/corporate-governance.

In accordance with the Policy, all Mirvac ASX announcements are posted to Mirvac's website, including half year and annual reports, investor presentations, operational updates, market briefings, notices of meetings and the Mirvac Property Compendium.

Mirvac maintains an investor relations program in order to facilitate effective two-way communication with investors and market analysts. The aim of this program is to allow investors and market analysts to understand Mirvac's business, governance, financial performance and prospects. In addition, Mirvac values the opportunity to hear investors and analysts' views and concerns and, where appropriate, distill and communicate those views to the Board.

b) Mirvac website

The Mirvac website contains all of the information in the commentary to Recommendation 6.1 of the Recommendations. The corporate governance section of the Mirvac website (under the "About" menu on the Mirvac home page) contains:

- Mirvac's Constitutions, Board Charter and Board committee charters; and
- copies of the corporate governance policies referred to in this Corporate governance statement¹.

The Investor Centre section of the Mirvac website provides access to relevant information about the Group, including copies of ASX releases, copies of annual reports and financial statements, investor presentations, a key events calendar including details of the next AGM, distribution information, historical security price information and registry contact details (including the website address which contains key securityholder forms). Webcasting facilities for market briefings are also provided on the website to encourage participation from all stakeholders, regardless of location.

The "About" section of the Mirvac website contains an overview of Mirvac, its structure and history, and biographical information and photos for each of the Mirvac Directors and members of the ELT.

c) Participation in the AGM

Mirvac encourages all securityholders to attend the AGM which are usually held in November each year. The AGM provides securityholders with an insight into the operations of Mirvac during the year.

Mirvac is committed to rotating the location of its AGMs to allow securityholders in locations where Mirvac has operations to participate in person. The most recent AGMs were held in Sydney (2012 and 2014), Melbourne (2013) and Perth (2011), and the 2015 AGM will be held on 12 November 2015 in Brisbane.

Notices of meeting for the AGM are accompanied by explanatory notes to enable securityholders to assess and make an informed decision on the resolutions being put forward at the meetings. Full copies of notices of meetings and explanatory notes are posted on Mirvac's website. The AGM is webcast in real time each year for those securityholders who are unable to attend in person, with access details posted to Mirvac's website in advance of the AGM.

At the AGM, securityholders are entitled to ask questions about the management of Mirvac and questions of the external auditor about the conduct of the audit and the preparation and content of the auditor's report.

Securityholders who are unable to attend the AGM may vote by appointing a proxy using the form included with the notices of meeting or via an online facility. In 2014, Mirvac introduced a direct voting facility for its AGMs to allow securityholders to vote before the AGM without having to attend or appoint a proxy. Further, securityholders are also invited to submit questions in advance of the AGM so that Mirvac can ensure those issues are addressed.

d) Electronic communications with securityholders

Securityholders may elect to receive all (or some) communications from the registry electronically, including notices of meeting and annual reports, in line with Recommendation 6.4 of the Recommendations.

Mirvac's registry provider gives securityholders the option to update their details electronically via their website, including changes of address, any changes to bank details for the payment of dividends and distribution reinvestment plan forms (when the plan is active).

1) Other than the Fraud, Bribery and Corruption Policy and the Political Donations Policy. A summary of these policies is contained in the Code of Conduct which is available on our website (see Principle 3).

Principle 7: Recognise and manage risk

Mirvac's activities involve risks of varying types and degrees. Risk relate to both threats to existing activities and failure to take advantage of opportunities. Mirvac's risk management framework is a core part of its governance structure in place to identify these risks and implement mitigations to eliminate, reduce, or otherwise manage the impact those risks may have on the Group's activities.

a) Risk management responsibility

The Board determines the overall risk appetite for the Group and has approved strategies, policies and practices to ensure that key risks are identified and managed within the approved risk appetite. The application of Group policies and procedures to manage risk is ultimately the responsibility of the Board, which has in turn delegated specific authority to the ARCC. The ARCC Charter is further described in Principle 4 above.

The Board has charged management with the responsibility for managing risk within the Group and the implementation of mitigation strategies, under the direction of the CEO/MD supported by other senior executives. A Group risk management function, led by the Group General Manager Risk and Audit, provides a centralised role in advising the various business units on executing risk management plans, as well as consolidating risk reporting to senior executives, the ARCC and ultimately the Board.

b) Risk management framework

The ARCC advises the Board on risk management and is responsible for reviewing the effectiveness of the Group's approach to risk management. Risk management activities are reviewed on a regular basis by the ARCC. In addition, the Group's risk management framework is reviewed at least annually at a Board Risk Management Workshop to ensure it remains sound and relevant to the changing business environment.

The Board has adopted a Risk Management Policy and associated procedures for identifying, assessing and managing Mirvac's strategic, operational, financial and reputational risks. The approach defined within this Policy is consistent with the Australian and New Zealand standard on risk management (ISO 31000: 2009).

A copy of the Risk Management Policy is available at Mirvac's website: www.mirvac.com/about/corporate-governance.

c) Role of Internal Audit

The Group's risk management systems work alongside its internal control systems to establish a sufficient control environment to manage business risks. Mirvac has an Internal Audit function which is led by the Group General Manager Risk and Audit who functionally reports to the Chair of the ARCC and has open access to the ARCC at all times. The role of Internal Audit is to evaluate and improve the effectiveness of the Group's internal controls and provide independent assurance to the ARCC and the Board that processes are in place to identify and manage material risks. Internal Audit's focus is on Mirvac's key risks and business drivers which may impact the achievement of its business objectives.

d) Economic, environmental and social sustainability risks

Mirvac is very aware of its impact on the economy, the environment and the community in which it operates, and the risks associated with not dealing with these aspects appropriately.

Mirvac annually reports on these aspects through its Sustainability Report which is available on Mirvac's website: www.mirvac.com/sustainability/sustainability-reports.

Principle 8: Remunerate fairly and responsibly

a) HRC

i) HRC Charter

The HRC was formed by resolution of the Board in accordance with the Board Charter. The HRC is governed by the HRC Charter which is available on Mirvac's website: www.mirvac.com/about/corporate-governance. The HRC Charter was updated in November 2014, with the main change being to transfer the CEO/MD succession planning responsibility to the Nomination Committee as part of the Board's succession planning.

ii) Role of the HRC

The role of this Committee is to assist the Board in ensuring Mirvac:

- has coherent remuneration policies and practices which are consistent with Mirvac's strategic goals and human resources objectives by attracting and retaining individuals who will create value for securityholders;
- fairly and responsibly remunerates Directors and executives, having regard to the performance of the Mirvac Group, the performance of the individuals and the general remuneration environment;
- has effective policies and procedures to attract, motivate and retain appropriately skilled persons to meet Mirvac's needs;
- has an effective Diversity Policy and regularly reviews progress towards achieving measurable objectives and strategies aimed at improving diversity; and
- integrates human capital and organisational issues to the overall business strategy.

iii) HRC composition

The membership of the Committee was reviewed and refreshed during FY15. The HRC currently consists of four members. Under the HRC Charter, the Committee must comprise a minimum of three independent Non-Executive Directors appointed by the Board, one of whom is appointed as the Committee Chair. The current members of the HRC are Peter Hawkins (Chair), Samantha Mostyn, John Mulcahy and John Peters.

Details of meeting attendance of the Non-Executive Director members of the HRC for FY15 are contained in the following table:

	Number of HRC meetings attended in FY15 while a member	Number of HRC meetings held in FY15 while a member
Director		
Peter Hawkins (Chair)	5	5
Samantha Mostyn ¹	2	2
John Mulcahy	5	5
John Peters ²	2	2
Former member		
James M. Millar AM ³	3	3

1) Samantha Mostyn was appointed a member of the HRC effective 1 March 2015.

2) John Peters was appointed a member of the HRC effective 1 December 2014.

3) James M. Millar resigned as a member of the HRC effective 1 December 2014.

Corporate governance statement

Principle 8: Remunerate fairly and responsibly / continued

iv) HRC responsibilities

The accountabilities and responsibilities of the HRC are set out in the HRC Charter and include:

- reviewing remuneration programs and performance targets for the CEO/MD and any other Executive Director and approving these for the other senior executives;
- reviewing and approving the Group's recruitment, retention and termination policies;
- approving the strategy and principles for people management including remuneration programs, performance management processes and career and skills development initiatives;
- reviewing and making recommendations on succession planning for the CEO/MD and other members of the ELT; and
- reviewing the Group's Diversity Policy, objectives and strategies and progress towards achieving greater diversity, including reviewing the proportion of women in the workforce at all levels of the Group.

v) Remuneration policies

Information on the Group's remuneration policies and practices is set out in the Remuneration report starting on page 11 of the Annual Report.

b) Distinguish Non-Executive Director remuneration

The remuneration of Non-Executive Directors is fixed and is paid according to the role in which they serve on the Board and Board committees. Non-Executive Directors do not participate in other remuneration components such as performance-related short term or long term incentives, options or variable remuneration and do not receive retirement benefits other than superannuation. Information relating to the remuneration of Non-Executive Directors is disclosed in the Remuneration report starting on page 11 of the Annual Report.

c) Equity based remuneration schemes

As noted in the Remuneration report contained in the Annual Report, performance rights or options relating to Mirvac securities are granted to employees in accordance with the Mirvac remuneration strategy. Consistent with the prohibition under the *Corporations Act 2001*, the Security Trading Policy prohibits hedging of the value of both unvested awards and vested awards that remain subject to a holding lock.

Conclusion

The Board is satisfied with its level of compliance with the Recommendations. However, the Board recognises that processes and procedures require continual monitoring and improvement. Mirvac's corporate governance framework is continually reviewed and updated as changes occur in the regulatory environment to ensure that it remains effective and compliant.