



GOODMAN
SCHOLARSHIP
PROGRAM
(UNDERGRADUATE)

AMBITION NEEDS SPACE



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We don't believe in good. Or good enough.

We don't believe in the short-term or taking short-cuts.

We don't believe in putting business before people.

Or anything before quality. We believe in great.

Although we don't believe we're quite there yet.

We believe in the importance of location and sustained growth and doing it right the first time. We believe in

having integrity, always. We believe that knowledge is everything and perfection is in the details. That it is the

little things that add up to make the biggest difference.

That's why there's a plus in our logo.

It's a reminder to keep going above and beyond for

our customers, our partners and our staff. To be the

best, we believe, relies on every single one of us

working together.

To this end, we believe we can be better than good.

We believe we can be great.

WATCH GOODMAN'S PURPOSE VIDEO



The Goodman Scholarship Program is a professional development program designed to provide knowledge, skills and experience to succeed in the property industry.





INNOVATION NEEDS SPACE



The program involves a job placement where successful students in their final or penultimate year of study join one of our business units.

Successful participants will also receive a financial scholarship to support them complete their studies.

Overview

Participants are provided with an experienced mentor and will typically work within Property Services, Valuations, Investment Management, Capital Transactions or Developments.

Additionally, participants will have the opportunity to gain exposure to various parts of the business, including:

- + Legal
- + Project Delivery
- + Accounting
- + Marketing and Communications
- + Accounts Payable
- + People and Culture.

During the program, participants will be provided with support from mentors, peer support groups, external and internal training programs and on-the-job training.

Program objectives

Participants will develop a thorough understanding of the Goodman business.

The program will provide:

- + Skills, attributes and knowledge for participants through formal on-the-job training and development opportunities
- + Participants with a thorough understanding of the Goodman business
- + Goodman with a skill base to support the development of our people for future succession planning.

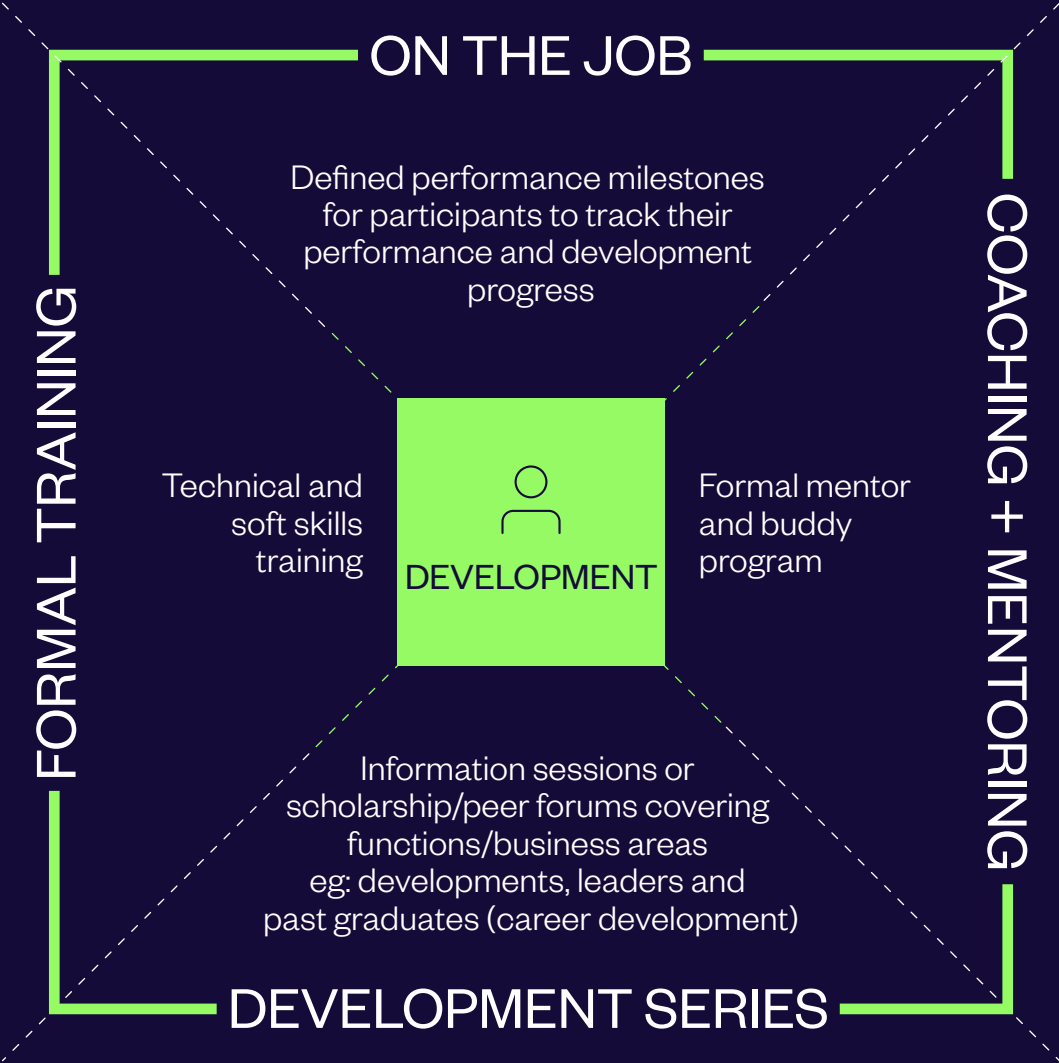
LEARNING AND DEVELOPMENT

Development under the Goodman Scholarship Program includes formal training, coaching, mentoring, sharing of knowledge and experience and valuable on-the-job learning.

These development opportunities include a range of integrated, challenging and targeted learning and development opportunities including:

- + Thorough onboarding
- + Goodman induction
- + Basic industry skills and knowledge
- + Property tours
- + Q&A sessions with key employees, leaders and past graduates
- + On-the-job training
- + Formal training sessions and professional development
- + Regular meetings with supervisor/mentor
- + Regular meetings with assigned peer support (buddy)
- + Information and Q&A sessions with business leaders and peers from across business areas
- + Monthly meeting with management and/or People and Culture
- + Regular meetings with supervisor/mentor
- + Formal performance and development reviews to track progress towards development milestones.







ROLES AND RESPONSIBILITIES

Goodman believes in providing scholarship participants with the space to take ownership of their development whilst providing structured support with experienced mentors.

Scholarship participants

- + Scholarship participants are responsible and accountable for:
- + Satisfactory attendance and performance on the job
- + Attendance and participation in training
- + Timely completion of assessment requirements
- + Appropriate communication with their mentor and team members
- + Understanding the Program objectives
- + Taking responsibility for the quality of their learning and development.

Mentor

Individuals participating in the Goodman Scholarship Program will be assigned a mentor. The role of each mentor is to provide support and direction to the participant during the program. In Property Services, the assigned mentor will usually be a Senior Property Manager or an Asset Manager. In Developments, the assigned mentor will usually be a Senior Project Manager or a Development Manager.

Mentors are responsible and accountable for:

- + Preparation of the participant's arrival
- + Providing sufficient and stimulating work

- + Monitoring and assessing performance
- + Providing structured supervision and feedback on performance and development
- + Conducting weekly performance meetings including providing feedback and coaching to achieve development milestones
- + Assessing workplace reports and/or assignments
- + Liaising with People and Culture to provide performance feedback and facilitate development opportunities.

People and Culture

People and Culture are responsible and accountable for:

- + Managing contractual arrangements to ensure delivery of a quality Scholarship Program
- + Determining program objectives, policies and procedures
- + Determining employment conditions
- + Managing smooth running of administrative processes
- + Monitoring and reviewing the program for continuous improvement
- + Facilitating performance management with participants
- + Facilitating of exposure to broader business areas and leaders throughout the program
- + Assisting with learning and development objectives.

PERFORMANCE MANAGEMENT

As part of the program, each participant will be formally measured against key competencies and milestones.

Participants will meet with their mentor on a regular basis whereby each participant is encouraged to provide feedback. In addition, each participant will be measured by their mentor against key competencies including:

- + Job technical knowledge
- + Initiative and problem solving
- + Personal effectiveness and self-management
- + Work output – quality and volume
- + Sharing knowledge and teamwork
- + Customer service (internal and external)
- + Communication.



We are what we value

Our values are global and are embedded wherever we operate. We believe in innovation, determination, integrity and sustainability and we strive to make space for greatness in everything we do.



INNOVATION

New ideas push our business forward. We focus on the future, proactively looking for new opportunities and improved solutions for our stakeholders that will make the world a better place for all of us.

DETERMINATION

Determination gets things done. We are motivated by excellence and work hard to achieve it, actively pursuing the very best outcomes for all our stakeholders.

INTEGRITY

We have integrity, always. We work inclusively and transparently, balancing the needs of our business and our people, with the needs of the community and those we do business with.

SUSTAINABILITY

We're building our business for the long term. That's why we consider the planet, and all the people on it, in everything we do. Our ESG initiatives demonstrate our ongoing commitment to having a positive economic, environmental and social impact on the world.

EMPLOYMENT ARRANGEMENTS

Participants are typically employed on a part-time basis for a six month placement while they complete their studies. During this time Goodman will work with participants to determine work hours depending on university study load.

Participants are provided with thorough on-the-job training as part of their placement and are allocated a mentor to gain full exposure to the function they complete their placement in.

At regular intervals, graduates will shift focus to a range of tasks.

In Property Services, this may include:

- + Arrears management (call/collect arrears from customers)
- + Regular property visits and understanding details of the property
- + Asset plans and physical inspection report
- + Analyse and amend the car parking plan
- + Lease set-ups and maintenance
- + Completion of capex forms
- + Coding invoices
- + Completing inspection reports
- + Due diligence compliance
- + Meetings and other training.

Participants will also have the ability to gain exposure to various parts of the business.

For Project Management or Developments, tasks may include:

- + Assistance with project document management
- + Administration of contracts
- + Regular site visits and understanding the particulars of development
- + Cost and budget reporting
- + Coding invoices
- + Maintenance of contractor databases
- + Assisting with consultancy briefs
- + Exposure to design and construct processes
- + Meetings and other training.

Upon completion of work placement and subject to business requirements, participants may be considered for a contract extension or permanent placement as a Property Assistant, Assistant Project Administrator or Assistant Development Manager.



PEOPLE BENEFITS

At Goodman we want our people to be happy, healthy and productive. We offer a range of great benefits.

These include long-term and short-term incentives for permanent employees, salary packaging options and several discounts and healthy living options. We also offer robust learning and development opportunities for employees.

Scholarship participants are allocated up to four paid study days for exams.



THE GOOD LIFE



Goodman's health and wellbeing program, the good life, brings together some great incentives to promote a healthy lifestyle and healthier you.

- + **the social life** – including movie nights + cooking classes
- + **the healthy life** – flu vaccinations + skin cancer checks
- + **the balanced life** – Employee Assistance Program (EAP), meditation + wellness seminars
- + **the energetic life** – fitness classes, special events + corporate partnerships with select health cover
- + **the informed life** – educational seminars on wellness, finance + business updates
- + **the beneficial life** – special offers for health insurance, banking services and corporate volunteering.

The Goodman Foundation unites our people, properties and resources to make a tangible difference to the lives of people in our communities. Through our partnerships with an exceptional – and often grassroots – group of charities, we're able to make a real difference, where and when it matters most.

Doing good in the world

Goodman Foundation



How we do good in the world

The Goodman Foundation offers support to charities within three key areas:

Children and youth

Charity organisations who help protect, nurture and support children or young people.



Food rescue and environment

Charity organisations who reduce waste and support those in need by redistributing fresh food or useful items that would otherwise go to landfill.



Community and community health

Charity organisations who support those living with a condition, illness or disability, or whose efforts help to create a more inclusive and equitable community.



L-R: Good360, OzHarvest, The Fred Hollows Foundation

In 2021, the Goodman Foundation contributed \$6.3 million to community and philanthropic causes including \$400,000 raised directly by Goodman staff.



We have enabled:

197M items

Delivered by our founding food rescue partners (OzHarvest, UKHarvest, KiwiHarvest and NZ Food Network) since 2004.

20M+ items

Distributed by Good360 Australia since it was founded by Goodman Foundation in 2013.

400,000 eye screenings

Completed by The Fred Hollows Foundation through Goodman funded projects.

SUSTAINABILITY

We aim to be leaders in environment, social and governance – with a long-term, sustainable approach that leads to positive economic, environmental and social outcomes for our business, our stakeholders and the world more broadly.





Here's a snapshot of some of our initiatives across the Goodman portfolio.

Solar

We have installed over 17MW of rooftop solar on approximately 170 of our properties in Australia. That's more than 49,000 solar panels – enough to power 4,300 homes, or the equivalent of taking 11,300 passenger vehicles off the road.

LED lighting + light sensors

60–80% reduction in energy use has been achieved with LED lighting.

Smart meters

Smart meters help to manage electricity consumption by providing regular data related to interval electricity usage.

Electric vehicle charging

Goodman has started allocating dedicated car spaces for EV charging and vehicles.

SUSTAINABILITY

Sustainable landscaping

Water harvesting

We have installed tanks to harvest rain water.

Smart irrigation

Our properties use smart water metering that allows easy access to irrigation programs via a smart device, such a mobile phone.

Sustainable landscaping

- + We have introduced drought tolerant plants combined with ballast rock
- + We are phasing out petrol powered handheld equipment by the end of 2022
- + Trials have commenced for recycling greenwaste to be re-used across our estates
- + We provide Taronga and Sydney Zoos with tree cuttings for food and habitat for animals
- + In NSW at Eastern Creek, we have constructed a fully sustainable garden comprising 23 edible garden beds with stingless native bees, compost, worm farm and permacultural practices.



Sustainable garden at Eastern Creek



Carbon neutral

Carbon emissions

Together, building and construction are responsible for 39% of all carbon emissions in the world. Goodman is taking a leadership role in addressing one of the largest sources of global carbon emissions: the embodied carbon of buildings. Approximately 11% of global emissions are associated with embodied carbon in construction.

It is our ambition that all new developments will be carbon neutral, meaning all emissions generated during the extraction, processing and use of materials are accounted for, reduced, and offset up to the point of practical completion.

As of 1 July 2021, a full embodied carbon analysis will be conducted on all new developments, with offsets purchased with high quality, Australian and international carbon abatement projects. This means that we care about the life cycle impact our developments have on the environment and are working towards minimising this where possible.

INCLUSION AND DIVERSITY



At Goodman, we lead the way in inclusion and diversity.

Central to our purpose of “making space for greatness” is creating an environment where I&D is embedded into everything we do.

We work to create a culture where our people are valued and have the opportunity to realise their potential.

We are all accountable for making it a reality. Our people are champions of openness, fairness and respect.



INTERESTED?



Applications for the Goodman Scholarship Program are advertised and submitted directly through university websites. For more information including application dates, please refer to the Western Sydney University and University of Technology, Sydney scholarship pages on their websites.

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