

# seasons

## Strategic Vision (2024 to 2029)



### Our Purpose

*Why we do what we do.*

Creating safe, vibrant and caring communities where people can age with independence, comfort and grace.

### In 5 years' time Seasons will...

Expand and grow our market leading communities (Sinnamon Park Stage 2, Holland Park, Tugan and Lawton Lakes), while providing a wide range of integrated lifestyle, care and support services to our residents and the wider community.

### Our Plan

*What we do as a business.*

Making beautiful homes with quality care for senior Australians.



### Our Ambition

*What we aspire to achieve.*

Grow market leading communities; keeping our residents at the heart of everything we do.

### Our Values

*How we work together to achieve our goals.*



### About this Vision

Seasons Living is a privately-owned business supporting Queenslanders with a range of retirement living options. With an integrated care business, we also provide respite, home care, residential aged care, nursing and allied health support.

## Retirement Living

Strengthen our retirement living model with integration of aged and community home care services.

- Deliver ageing in place options for our residents with Seasons care and support services (limited travel costs and services available in increments under 1 hour for residents in our communities).
- Where relevant implement allied health, medical and doctors' rooms across our Seasons Living retirement communities, making it easier for residents to connect.
- Open and commission Sinnamon Park stage 2 with a co-located residential aged care facility.
- Open and commission Holland Park and Tugan to create a new level of Seasons Living.
- Develop the masterplan for Lawnton Lakes with a co-located residential aged care facility, next to our home and land estate.
- Continue to deliver flexible and affordable senior rental living options in our Seasons Flexi communities, allowing older Australians to live independently in the comfort of a private self-contained 1-bedroom apartment.

## Home Care

Further growth of Seasons Home Care to support the greater number of ageing Australians to live independently at home for longer.

- Deliver quality care and support services under the government Home Care Package program or Fee For Service arrangements.
- Market and raise the profile of Seasons Home Care.
- Grow the number of residents receiving Seasons Home Care in our retirement villages.
- Expand Seasons Home Care to the wider community.
- Grow our profile as a National Disability Insurance Scheme (NDIS) provider.
- Keep abreast of reforms (new Support @ Home program 1 July 2025) and meet all regularity requirements.

## Day Respite Centres

Enhance and relaunch Seasons Day Respite Centres and facilities to further meet and support the needs of our ageing population.

- Deliver a redesigned best-practice Day Respite Centres with meaningful social and recreational activities in a welcoming environment.
- Market and raise the profile of Seasons Day Respite Centres.
- Open the facility and service offerings to external clients.
- Consider introducing a bus service for clients to and from the Day Respite Centres.
- Where relevant implement allied health rooms and reablement programs as part of Day Respite service offerings.

## Residential Aged Care

Grow our residential aged care business, called Care Suites to meet the needs and expectations of older people.

- Create quality home like boutique facilities that exceed client expectations.
- Deliver flexible residential aged care driven by the client's needs (respite, permanent and palliative).
- Consider introducing the use of Home Care Packages for short term respite in Care Suites.
- Open and commission Sinnamon Park Care Suites (late 2025 / late 2026).
- Implement best practice technologies, processes and build community networks and referral pathways.

## Our People

Create a place for talent to thrive, by continually improving employee engagement and the attraction and retention of staff through leadership development, career pathways, skills and capability development, employee recognition and employment conditions.

## Our Brand

Position Seasons as a trusted provider, offering quality retirement village accommodation, along with the full range of care and support services for older Australians and their families.