



THE STAR

Media release

The Star ranks top 25 in the world for diversity and inclusion

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The Star Entertainment Group – which owns and operates The Star Gold Coast – has been recognised as one of the world’s top companies for diversity and inclusion according to a global assessment.

The Refinitiv 2019 Diversity and Inclusion Index placed the company second in Australia behind Woolworths, and 25th internationally.

Since 2016, Refinitiv has ranked companies on a set of diversity and inclusion metrics, using 150 analysts to process various public information sources with the aim of providing up-to-date, objective, and comprehensive coverage.

More than 7,000 listed companies are reviewed annually against a range of environmental, social, and governance data with metrics used to develop the diversity and inclusion scoring methodology.

Refinitiv Chief Revenue Officer Debra Walton congratulated The Star Entertainment Group on its number 25 global ranking and its strong commitment to diversity and inclusion.

“We are proud that our diversity and inclusion index is being used as a guide to help firms across the globe create a workforce of diverse teams,” Ms Walton said.

“We are equally proud that the diversity and inclusion index continues to serve as key driver for investors and analysts seeking to identify the companies that are getting this right, and helping them make investment decisions that align with their values and bottom line.”

The Star Gold Coast COO Jessica Mellor said the company was delighted to be recognised as one of the most diverse and inclusive workplaces in Australia and the world.

“As an integrated resort company, we’re naturally multi-faceted with a mix of premium dining, accommodation, leisure, and entertainment offerings for guests,” Ms Mellor said.

“This also creates a host of frontline, back-of-house, and corporate roles; and casual, part-time, and full-time roles.

“Therefore, we need to develop and foster a culture that brings together a range of experiences and backgrounds, while encouraging team members to be the best that they can be.”

Ms Mellor attributes the company's rankings to a significant program of work being undertaken to achieve equality for all.

"In 2014, The Star launched a Diversity and Inclusion program across four key areas – gender, multicultural, LGBTQI, and age," Ms Mellor said.

"On the Gold Coast alone, we currently employ more than 2800 people, including at the Gold Coast Convention & Exhibition Centre, which we manage on behalf of the Queensland Government.

"On gender level, nearly half of those team members are women.

"We also have a company-wide goal to achieve 45 per cent female leaders by 2023. At the moment in Queensland, we are at 37 per cent, and proactively focusing on the goal.

"We also aim to have 45 per cent male leaders by 2023, and 10 per cent for any gender identity including non-binary gender identities."

To deliver female leaders, Ms Mellor said the company currently offers a range of initiatives including mentoring opportunities; flexible work practices; an annual gender pay gap analysis; and forums for women to connect with each other such as its annual 'Walk & Talk for Women in Leadership' events.

"The Star is also a founding member of Women in Gaming and Hospitality Australasia, which is the only industry body in Australasia dedicated to empowering women working in, or looking to work in, the gaming and hospitality industries," Ms Mellor said.

"As part of this, we have helped facilitate the organisation's expansion across several cities in Australia and New Zealand such as Gold Coast, Brisbane, Sydney, Melbourne, Adelaide, Perth and Auckland."

Ms Mellor said the Refinitiv rankings will continue to help lift the company's diversity and inclusion benchmark as it continues to grow its footprint on the Gold Coast.

"Along with our consortium partners, we're investing \$400 million to build the first mixed-use tower at The Star Gold Coast, which will bring the internationally-acclaimed Dorsett hotel brand to the Gold Coast, and to Australia, for the first time," Ms Mellor said.

"Currently under construction, the tower will also include a range of apartments under 'The Star Residences Gold Coast' brand.

"We expect that it will create 500 roles once operational around 2022 – providing exciting opportunities for many people, including women, who want to start or grow their careers in tourism and hospitality.

"This drives us to ensure we create an even more welcoming, culturally-rich, and inclusive workplace as we move towards this future growth."

For more information:

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