



THE STAR

Environmental Management Policy

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GENERAL INFORMATION

Scope

This policy sets out the rules and guidelines relating to management of environmental risks and impacts arising from business activities of The Star Entertainment Group Limited and its subsidiary companies.

The Star Entertainment Group acknowledges its responsibilities in environmental protection and management and has commitments in place to reduce resource consumption from operations.

This policy applies across all properties where The Star Entertainment Group is deemed to have operational control as defined by the National Greenhouse and Energy Reporting Act 2007.

Who the Policy Applies to

This policy applies to all directors and employees in The Star Entertainment Group Limited, its subsidiaries and associate companies (together referred to in this policy as **The Star Entertainment Group**), including:

- permanent full-time and part-time employees;
- employees on a fixed term or fixed task contract;
- casual employees;
- temporary employees; and
- all individual contractors and employees of incorporated contractors engaged by The Star Entertainment Group (together referred to in this policy as **employees**).

All employees are accountable for ensuring all business activities, facilities and equipment within their area of responsibility are managed in accordance with this policy.

DETAILED INFORMATION

Purpose

The Star Entertainment Group is committed to undertaking its activities in an environmentally responsible manner and effectively managing any risks that may lead to an impact on the environment. The Star Entertainment Group will do all that is reasonably practical to ensure that there is continuous improvement in environmental performance, including ongoing communication and awareness raising, active reporting of environmental incidents and continuous learning from experience.

The Star Entertainment Group is committed to environmental management being an essential element of effective planning, construction, maintenance and operation of as a publicly listed casino company.

Policy

The Star Entertainment Group manages environmental risks and their impacts arising from its business activities by demonstrating due diligence in provision of its services and management of its work activities in a manner that delivers continuous improvement in its environmental performance through:

- Assessing likely environmental outcomes when making decisions to proceed with activities, in the same way that consideration is given to safety, cost, quality and time;

- Minimising pollution and managing potential environmental impacts resulting from its activities and promoting the efficient use, reuse and recycling of resources;
- Progressively assessing its energy and water consumption to identify opportunities for improving the energy efficiency of its operations and reducing its carbon footprint;
- Building constructive and collaborative working relationships with the community, government and other stakeholders regarding its environmental performance;
- Monitoring and reviewing its environmental performance and affirming publicly as part of its annual reporting process; and
- Communicating openly with the community, government and other stakeholders regarding its environmental performance.

Accountability

Senior executive management is accountable to the Board for overall environmental performance. This includes providing leadership, direction, resources and support, so that activities are undertaken in a manner that at all times considers and effectively manages potential environmental risks and always strives for environmental performance improvement.

Responsibility

Line managers and supervisors are responsible, within their work areas, for implementing environmental policies and guidelines. They must proactively address issues that may adversely affect environmental performance for which The Star Entertainment Group is responsible.

Cooperation

The Star Entertainment Group requires its employees to cooperate in the management of environmental matters, including responding to the reasonable directions of external environmental regulators. Employees must monitor the continued effective installation and operation of environmental controls within the scope of their day to day work.

Consultation

Senior Executive management will consult with employees, relevant regulatory agencies and where appropriate, the community, on the development, implementation and refinement of its environmental function.

Compliance

The Star Entertainment Group will conduct all its operations, in accordance with relevant legislation and government policy and agreements.

Management

As part of The Star Entertainment Group's annual strategic planning processes environmental objectives and targets are set by Senior Executive management and reviewed by the Board to exceed all relevant legal obligations and codes of practice relating to energy, carbon emissions, water and waste.

Environmental performance against annual objectives and targets are measured via The Star Entertainment Group's environmental management systems to enable identification of improvement opportunities and mitigation of any significant environmental impacts.

Review

This policy will be subject to review and approval of the Board on at least an annual basis.

For further information about this policy

Contact the Chief Legal and Risk Officer.