



THE STAR

### Global Reporting Initiative (GRI) Content Index – Core

The Star Entertainment Group ('The Star') has prepared its reporting 'in accordance' with the GRI Standards (Core option). This index provides a guide on where information can be found throughout The Star's reporting suite as it relates to the GRI reporting requirements.

General Standard Disclosures	Related Content/Reason for Omission
102-1 Name of the Organisation	About The Star <a href="https://www.starentertainmentgroup.com.au/starentertainmentgroup/">https://www.starentertainmentgroup.com.au/starentertainmentgroup/</a>
102-2 Activities, brands, products, and services	About The Star <a href="https://www.starentertainmentgroup.com.au/starentertainmentgroup/">https://www.starentertainmentgroup.com.au/starentertainmentgroup/</a>
102-3 Location of headquarters	Contact Us <a href="https://www.starentertainmentgroup.com.au/contact-us/">https://www.starentertainmentgroup.com.au/contact-us/</a>
102-4 Location of operations	About The Star <a href="https://www.starentertainmentgroup.com.au/starentertainmentgroup/">https://www.starentertainmentgroup.com.au/starentertainmentgroup/</a>
102-5 Ownership and legal form	About The Star <a href="https://www.starentertainmentgroup.com.au/starentertainmentgroup/">https://www.starentertainmentgroup.com.au/starentertainmentgroup/</a>
102-6 Markets served	About The Star <a href="https://www.starentertainmentgroup.com.au/starentertainmentgroup/">https://www.starentertainmentgroup.com.au/starentertainmentgroup/</a>
102-7 Scale of the organisation	Annual Report FY18, Directors' Report, page 48
102-8 Information on employees and other workers	In FY2018 there were 9,020 employees at The Star. Permanent and fixed term full-time employees make up 53% (or 4,733) of the workforce, followed by permanent and fixed term part-time and casual employment arrangements, that make up 22% and 25% of the workforce respectively. The majority of the work performed at The Star is undertaken by employees, with 44.5% of employees being female
102-9 Supply chain	Annual Report FY18, Sustainability, page 31; Suppliers <a href="https://www.starentertainmentgroup.com.au/suppliers/">https://www.starentertainmentgroup.com.au/suppliers/</a>
102-10 Significant changes to the organisation and its supply chain	In 2016, The Star rebranded. Information is available here: <a href="https://www.starentertainmentgroup.com.au/rebranding/">https://www.starentertainmentgroup.com.au/rebranding/</a> The other substantive changes to the business or the supply chain over the last 12 months have been through our strategic alliance with our joint venture partners. Information can be found on our website here: <a href="https://www.starentertainmentgroup.com.au/investorcentre/">https://www.starentertainmentgroup.com.au/investorcentre/</a>
102-11 Precautionary Principle or approach	The Star does not specifically refer to the precautionary principle, however, we have a well-established risk management framework. Within the framework, there is specific reference that one of the purposes of our risk management activities is to develop and implement safeguards to prevent a risk from occurring. Climate risk is assessed relative to this framework. Annual Report FY18, Directors' Report: Risk Management, pages 51-52
102-12 External initiatives	Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
102-13 Membership of associations	Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
102-14 Statement from senior decision-maker	Annual Report FY18, CEO's Message, pages 8-9
102-16 Values, principles, standards and norms of behaviour	Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
102-18 Governance structure	Corporate Governance Statement; Corporate Governance <a href="https://www.starentertainmentgroup.com.au/corporate-governance/">https://www.starentertainmentgroup.com.au/corporate-governance/</a>
102-40 List of stakeholder groups	Annual Report FY18, Directors' Report, page 51
102-41 Collective bargaining agreements	Employees of The Star are covered by both Award (e.g. the Hospitality Industry (General) Award 2010) and non-Award arrangements. The majority of employees are covered by one of the Enterprise Bargaining Agreements (EBAs) that The Star has in place, with a smaller proportion covered by Award or other arrangements. The Star continues to support employees' rights to collective bargaining.
102-42 Identifying and selecting stakeholders	The Star has well established links and direct liaison with an array of stakeholders at each of its properties. These range from neighbouring businesses, individuals and communities, through to relevant bodies, associations, governments and regulators. Each of these engagements aims to ensure a shared understanding of business activity and stakeholder needs. The company works with stakeholders and regulatory bodies to ensure these



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General Standard Disclosures	Related Content/Reason for Omission
	community needs are identified and, where appropriate, addressed via process or activity change. The company's Corporate Affairs team at each property work to maintain a relationship with local, state and industry specific stakeholders at their location.
102-43 Approach to stakeholder engagement	Annual Report FY18, Directors' Report, page 51
102-44 Key topics and concerns raised	Annual Report FY18, Neighbourhood Engagement, pages 40-41
102-45 Entities included in the consolidated financial statements	Annual Report FY18, Notes to the Financial Statements, page 104
102-46 Defining report content and topic Boundaries	Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
102-47 List of material topics	Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
102-48 Restatement of information	Any restatements made to data previously disclosed is addressed throughout our reporting, an example of this would be within our financial statements and Annual Report. No material restatements have been made over the past year.
102-49 Changes in reporting	Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
102-50 Reporting period	Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
102-51 Date of most recent report	Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
102-52 Reporting cycle	Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
102-53 Contact point for questions regarding the report	Annual Report, Shareholder Information and Company Directory, pages 144 and 145
102-54 Claims of reporting in accordance with the GRI Standards	Addressed via this GRI Content Index.
102-55 GRI content index	Addressed via this GRI Content Index.
102-56 External assurance	The Star has engaged a third-party to provide assurance over its energy consumption and greenhouse gas emissions <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>

SERIES 200 – ECONOMIC		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
ECONOMIC PERFORMANCE		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, page 14-15, Financial Report pages 78-82
	103-3 Evaluation of the management approach	Annual Report FY18, page 14-15, Financial Report pages 78-82
201 Economic Performance	201-1 Direct economic value generated and distributed	Annual Report, Financial Report pages 83 - 87
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change Risk Assessment <a href="https://www.starentertainmentgroup.com.au/climate-change-risk-assessment">https://www.starentertainmentgroup.com.au/climate-change-risk-assessment</a> ; Annual Report FY18, Directors' Report, page 52
ANTI-CORRUPTION		
	103-1 Explanation of the material topic and its Boundary	Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>



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SERIES 200 – ECONOMIC		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
103 Management Approach	103-2 The management approach and its components	Code of Conduct <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf</a>
	103-3 Evaluation of the management approach	Compliance Policy, Forward, page 3 <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf</a>
205 Anti-Corruption	205-1 Operations assessed for risks related to corruption	The Star has a strong stance against corruption within the organisation. Policies such as the Code of Conduct, Securities Trading Policy, Whistleblowing Policy and the Disclosure and Investor Communications Policy outline our approach for managing risks related to corruption. The Star performs periodic internal audits, reviews, and monitoring of relevant internal controls which seek to minimise the chance of corruption occurring in the organisation. These risk mitigation activities cover 100% of The Star's operations and are performed on a rotation-basis.
ANTI-COMPETITIVE BEHAVIOUR		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	The company has in place an incident reporting system to record and report non-compliances with regulatory requirements, licence conditions, internal policies, procedures or codes. Breaches are assessed for materiality using criteria which includes whether there have been similar breaches, whether the breach may have an adverse effect on our ability to operate, if the breach indicates our compliance arrangements are inadequate or if there is an actual or potential financial loss to our customers or to any other person as a result of the breach. This information can be used for correcting or disciplining employees (e.g. training, informal warning, termination or referral to police), rectifying the breach and reporting. Breaches are reported to the company's regulators as required by law. Non-material breaches may also be notified to relevant regulators. Breaches are also included in compliance reports made to the Board's Risk and Compliance Committee.
	103-3 Evaluation of the management approach	As above
206 Anti-Competitive Behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No such legal actions within the past reporting period/last 12 months.

SERIES 300 - ENVIRONMENT		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
ENERGY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, pages 26-27; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, pages 26-27 Sustainable Design and Operational Standards <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/59a3b2b0f5e2318004bf55a1/1503900338484/The+Star+Sustainable+Design+and+Operational+Standards+V2.4+FINAL.PDF">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/59a3b2b0f5e2318004bf55a1/1503900338484/The+Star+Sustainable+Design+and+Operational+Standards+V2.4+FINAL.PDF</a> ;



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SERIES 300 - ENVIRONMENT		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, pages 26-27, and Assurance Report <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
302 Energy	302-1 Energy consumption within the organisation	Annual Report, Sustainability, page 26; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a> ; Energy <a href="https://www.starentertainmentgroup.com.au/energy">https://www.starentertainmentgroup.com.au/energy</a>
	302-4 Reduction of energy consumption	Annual Report FY18, Sustainability, page 26; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a> ; Energy <a href="https://www.starentertainmentgroup.com.au/energy">https://www.starentertainmentgroup.com.au/energy</a>
WATER		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, pages 28-29; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, pages 28-29; Sustainable Design and Operational Standards <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf</a>
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, pages 28-29
303 Water	303-1 Water withdrawal by source	Annual Report FY18, Sustainability, pages 28-29; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
BIODIVERSITY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Sustainable Design and Operational Standards <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf</a> ;
	103-3 Evaluation of the management approach	Sustainable Design and Operational Standards <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf</a> ;
304 Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	All of The Star's facilities are located in urban areas, and redevelopment occurs within brownfield development sites. The Star complies with all applicable state and federal legislation in Australia and conducts environmental impact assessments to determine potential areas of high biodiversity value. No known protected areas of areas of high biodiversity value adjacent to The Star's facilities.
EMISSIONS		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Sustainable Design and Operational Standards; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, page 26; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a> ; Energy <a href="https://www.starentertainmentgroup.com.au/energy">https://www.starentertainmentgroup.com.au/energy</a>
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, page 26; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a> ; Energy <a href="https://www.starentertainmentgroup.com.au/energy">https://www.starentertainmentgroup.com.au/energy</a> <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
305 Emissions	305-1 Direct (Scope 1) GHG emissions	Annual Report FY18, Sustainability, page 26; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report FY18, Sustainability, page 26; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
EFFLUENTS AND WASTE		
	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, page 30; Sustainable Design and Operational Standards



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SERIES 300 - ENVIRONMENT		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
103 Management Approach		<a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/599ce087e58c628e5323096a/1503453325246/Compliance_Policy.pdf</a> ; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, page 30; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, page 30; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
306 Effluents and Waste	306-2 Waste by type and disposal method	Hazardous waste is tracked and includes items such as clinical waste and e-waste. All hazardous waste is disposed of in line with the regulatory requirements in each state. The total amount of hazardous waste for The Star is considered highly immaterial to the group, and is not reported publicly. Recycling rates are published annually against the base year of FY2013. Rates of waste diversion are considered more relevant and align with The Star's Waste Strategy. Across The Star, total recycling rates have increased from 10% diversion in FY2013 to 38% diversion across all operations in FY2018. The Star will look to publish total weight of waste by disposal method in the future. Presenting this information is part of The Star's process to establish baselines. Annual Report FY18, Sustainability, page 30. Waste <a href="https://www.starentertainmentgroup.com.au/waste/">https://www.starentertainmentgroup.com.au/waste/</a>
ENVIRONMENTAL COMPLIANCE		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Directors' Report, page 52; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a> People, Culture and Social Responsibility Committee Terms of Reference <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf</a>
	103-3 Evaluation of the management approach	Annual Report FY18, Directors' Report, page 52; Sustainability <a href="https://www.starentertainmentgroup.com.au/sustainability/">https://www.starentertainmentgroup.com.au/sustainability/</a>
307 Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	No fines / penalties were received by The Star for non-compliance with environmental laws and/or regulations over the past 12 months.

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
EMPLOYMENT		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, page 42; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Code of Conduct <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf</a> People, Culture & Social Responsibility Committee Terms of Reference <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf</a>
	103-3 Evaluation of the management approach	Code of Conduct <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf</a>



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SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
		People, Culture & Social Responsibility Committee Terms of Reference <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf</a>
401 Employment	401-1 New employee hires and employee turnover	In FY2018, new employee hires totalled 3,579. In a review conducted between April 2017 and March 2018 of applications for management roles, 50% of applications were from female applicants, 49% of interviews were with female applicants and 49% of offers accepted were from female applicants. The Star's total employee turnover rate was 27.2% in FY2018, a drop of 1.2% from FY2017. There are no substantive differences in this rate by gender, age or region, and for this reason these break-downs are not publicly reported.
OCCUPATIONAL HEALTH AND SAFETY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, page 44; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, page 44
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, page 44
403 Occupational Health and Safety	403-1 Workers representation in formal joint management-worker health and safety committees	Annual Report FY18, Sustainability, page 44
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	The majority of The Star's activities are within Australia with the exception of approximately 1% of staff based abroad. The Total Recordable Injury Frequency Rate (TRIFR) is reported within the Annual Report FY18, Sustainability, page 44. There are no substantive differences in this rate by gender or region, and for this reason these break-downs are not publicly reported. The Star measures and tracks a number of HR metrics, including leave, liability, retention, Total Recordable Injury Frequency Rate (TRIFR), engagement and absenteeism. These measures are a mix of lead and lag indicators that provide ongoing feedback on a variety of elements of The Star's business. Rather than having one universal measure, The Star's HR uses these multiple measures to provide a more comprehensive picture of our human capital effectiveness. For each of these measures, where applicable, interventions are staged to improve on the result. Each of these interventions is budgeted and its effectiveness (in terms of change in measure) against budget is analysed. An additional example is the absenteeism project which trained The Star's leaders in a new system and how to have more meaningful 'health check' discussions with returning employees. Turnover fell by 1.3% in FY18 compared to FY17 figures, largely driven by the fall in involuntary turnover. In FY2018, there were no work-related fatalities.
TRAINING AND EDUCATION		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, page 42; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, page 42
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, page 42
404 Training and Education	404-1 Average hours of training per year per employee	During FY18, The Star's employees received an average of 12.4 hours of training and development. There are no substantive differences in this rate by region or gender, and for this reason these break-downs are not publicly reported. The programs in place include Induction programs to prepare people to work at The Star, compliance training to ensure regulatory compliance, technical training to improve skills required for their work, and leadership programs to develop leaders.



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SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report FY18, Sustainability, page 42.
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, page 43; Diversity and Inclusion <a href="https://www.starentertainmentgroup.com.au/diversity/">https://www.starentertainmentgroup.com.au/diversity/</a> ; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, page 43; Diversity and Inclusion <a href="https://www.starentertainmentgroup.com.au/diversity/">https://www.starentertainmentgroup.com.au/diversity/</a>
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, page 43; Diversity and Inclusion <a href="https://www.starentertainmentgroup.com.au/diversity/">https://www.starentertainmentgroup.com.au/diversity/</a>
405 Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Corporate Governance Statement, pages 4 to 5 <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/59c4a34ef9a61ec2b45dd8fb/1506059088764/2017.09.22_2017+Corporate+Governance+Statement.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/59c4a34ef9a61ec2b45dd8fb/1506059088764/2017.09.22_2017+Corporate+Governance+Statement.pdf</a> Annual Report FY18, Sustainability, page 43; The Star Entertainment Group Report for the Workplace Gender Equality Agency – The Star reports against a standardised gender equality indicators (GEIs) annually to the Agency on both a workplace profile and a reporting questionnaire, structured around the six GEIs <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5b0e02e8758d468950722ee2/1527645068431/Workplace_Gender_Equality_Agency_Report.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5b0e02e8758d468950722ee2/1527645068431/Workplace_Gender_Equality_Agency_Report.pdf</a>
<b>NON-DISCRIMINATION</b>		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Code of Conduct, pages 4 - 5 <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf</a>
	103-3 Evaluation of the management approach	Code of Conduct, pages 4 - 5 <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5a973b4e0d929738dc759e9f/1519860561874/Code_of_Conduct.pdf</a>
406 Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	There were no substantiated incidents of discrimination in 2017/18, and therefore no corrective actions required.
<b>CHILD LABOUR</b>		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, page 31; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, page 31; Supplier Code of Conduct, page 5 <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier_Code_of_Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier_Code_of_Conduct.pdf</a>
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, page 31; Supplier risk assessment: <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdc181ae6cff5ed80fc01/1525406746021/Supplier_Risk_Assessment.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdc181ae6cff5ed80fc01/1525406746021/Supplier_Risk_Assessment.pdf</a>
408 Child Labour	408-1 Operations and suppliers at significant risk for incidents of child labour	In the 2018 financial year, The Star completed a sustainable supply chain assessment and gap analysis to understand high impact areas, which included understanding potential human rights risk such as child labour, and released a publicly available Supplier Code of Conduct. The Code of Conduct sets out The Star's expectations of suppliers and seeks to align the Group's commitments with suppliers, leveraging global frameworks. Supplier Code of Conduct: <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier_Code_of_Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier_Code_of_Conduct.pdf</a>



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SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
		<a href="https://www.starentertainmentgroup.com.au/materiality">bdbbc562fa73b7748b4c2/1525406654720/Supplier Code of Conduct.pdf</a>
<b>SECURITY PRACTICES</b>		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, page 39; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, page 39
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, page 39
410 Security Practices	410-1 Security personnel trained in human rights policies and procedures	All security personnel are trained in The Star's Code of Conduct which covers elements associated with human rights, such as diversity, ethical conduct and discrimination.
<b>HUMAN RIGHTS ASSESSMENT</b>		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, page 31; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, page 31; Supplier Code of Conduct, page <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier Code of Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier Code of Conduct.pdf</a>
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, page 31; Supplier risk assessment: <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdc181ae6cff5ed80fc01/1525406746021/Supplier_Risk_Assessment.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdc181ae6cff5ed80fc01/1525406746021/Supplier_Risk_Assessment.pdf</a>
412 Human Rights Assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	In the 2018 financial year, The Star completed a sustainable supply chain assessment and gap analysis to understand high impact areas, which included understanding potential human rights risk and released a publicly available Supplier Code of Conduct. The Supplier Code of Conduct has been issued to all existing suppliers (in excess of 3000 companies). Acknowledgement of the Code is also a prerequisite for setting up new suppliers in the company's supplier set up process. Supplier Code of Conduct: <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier_Code_of_Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier_Code_of_Conduct.pdf</a>
	412-2 Employee training on human rights policies or procedures	In FY2018, The Star completed a sustainable supply chain assessment and gap analysis to understand high impact areas, which included understanding potential human rights risk such as child labour and released a publicly available Supplier Code of Conduct. The Modern Slavery principles were developed into the Supplier Code of Conduct and 18 members of the Procurement team were trained in Sustainable Procurement covering ISO 20400 accordingly and the Modern Slavery Act which equates to in excess of 70 hours training. Supplier Code of Conduct: <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier Code of Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbbc562fa73b7748b4c2/1525406654720/Supplier Code of Conduct.pdf</a>
<b>LOCAL COMMUNITIES</b>		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, pages 22, 40, 51 Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, pages 22, 40, 51
	103-3 Evaluation of the management approach	Annual Report FY18, pages 22
413 Local Communities	413-1 Operations with local community engagement, impact	Annual Report FY18, pages 22, 40, 51





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SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	assessments, and development programs	
	413-2 Operations with significant actual and potential negative impacts on local communities	Annual Report FY18, pages 22, 40, 51
SUPPLIER SOCIAL ASSESSMENT		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, page 31; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, page 31; Supplier Code of Conduct, page 5 <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbc562fa73b7748b4c2/1525406654720/Supplier_Code_of_Conduct.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdbc562fa73b7748b4c2/1525406654720/Supplier_Code_of_Conduct.pdf</a>
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, page 31; Supplier risk assessment: <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdc181ae6cff5ed80fc01/1525406746021/Supplier_Risk_Assessment.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdc181ae6cff5ed80fc01/1525406746021/Supplier_Risk_Assessment.pdf</a>
414 Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	The Star introduced a Supplier Risk Assessment on 15 March 2018. The new framework includes an assessment of social risks, such as community, ethical business practices and supply chain management. As of 30 September 2018, the Star has piloted the tool with six suppliers against these new risk assessment framework and this framework will be progressively applied to the supplier base. Supplier Risk Assessment: <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdc181ae6cff5ed80fc01/1525406746021/Supplier_Risk_Assessment.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5aebdc181ae6cff5ed80fc01/1525406746021/Supplier_Risk_Assessment.pdf</a>
PUBLIC POLICY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	People, Culture & Social Responsibility Committee Terms of Reference <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf</a>
	103-3 Evaluation of the management approach	People, Culture & Social Responsibility Committee Terms of Reference <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/582e7d0be3df284423799302/1479441677399/%28The+Star%29+PCSR+Committee+Terms+of+Ref+%28Final%29+approved+28.7.16.pdf</a>
415 Public Policy	415-1 Political contributions	The Star Entertainment Group's political donations are publicly available on the Australia Electoral Commission website <a href="https://periodicdisclosures.aec.gov.au/Donor.aspx?SubmissionId=64&amp;ClientId=36598">https://periodicdisclosures.aec.gov.au/Donor.aspx?SubmissionId=64&amp;ClientId=36598</a> with supporting disclosure signed by the Group Chief Financial Officer. <a href="http://periodicdisclosures.aec.gov.au&gt;Returns/60/WCCY1.pdf">http://periodicdisclosures.aec.gov.au&gt;Returns/60/WCCY1.pdf</a> The total amount of donations for the FY18 year was \$111,740 publicly disclosed. The majority of The Star's donations are to attend events, purchase seats etc. to ensure that The Star facilitates and promotes engagement with industry and regulators. <a href="http://periodicdisclosures.aec.gov.au/SummaryParty.aspx">http://periodicdisclosures.aec.gov.au/SummaryParty.aspx</a> outlines the value of donations the Liberal, ALP and National parties received.
CUSTOMER HEALTH AND SAFETY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability and Directors' Report, pages 39 and 52; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability and Directors' Report, pages 39 and 52;
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability and Directors' Report, pages 39 and 52;



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SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
416 Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	All of The Star's operations are assessed for risks to customer health and safety.
CUSTOMER PRIVACY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Directors' Report, page 52; Privacy Policy <a href="https://www.starentertainmentgroup.com.au/privacy-policy/">https://www.starentertainmentgroup.com.au/privacy-policy/</a> ; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Directors' Report, page 52; Privacy Policy <a href="https://www.starentertainmentgroup.com.au/privacy-policy/">https://www.starentertainmentgroup.com.au/privacy-policy/</a>
	103-3 Evaluation of the management approach	Annual Report FY18, Directors' Report, page 52; Privacy Policy <a href="https://www.starentertainmentgroup.com.au/privacy-policy/">https://www.starentertainmentgroup.com.au/privacy-policy/</a>
418 Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no breaches of our Privacy Policy reportable to the regulator in 2017/18 and consequently no formal warnings or terminations.
SOCIOECONOMIC COMPLIANCE		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY18, Sustainability, pages 37-38; Materiality assessment <a href="https://www.starentertainmentgroup.com.au/materiality">https://www.starentertainmentgroup.com.au/materiality</a>
	103-2 The management approach and its components	Annual Report FY18, Sustainability, pages 37-38
	103-3 Evaluation of the management approach	Annual Report FY18, Sustainability, pages 37-38
419 Socioeconomic Compliance	419-1 Non-compliance with laws and regulations with the social and economic areas	There have been no known instances of non-compliance with laws and regulations with the social and economic areas, refer to Table 4 within the Remuneration Report, page 72 <a href="https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5ba87d05eef1a16551b7bb12/1537768809954/2018.09.24_2018+Annual+Report.pdf">https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5ba87d05eef1a16551b7bb12/1537768809954/2018.09.24_2018+Annual+Report.pdf</a>