

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. In line with the Group's commitment to expanding sustainability disclosures annually, this report also includes additional disclosures to progress the reporting level to 'comprehensive' overtime.

General Standard Disclosures	Related Content/Reason for Omission
102-1 Name of the Organisation	About The Star
102-2 Activities, brands, products, and services	About The Star
102-3 Location of headquarters	Contact Us
102-4 Location of operations	About The Star
102-5 Ownership and legal form	About The Star
102-6 Markets served	About The Star
102-7 Scale of the organisation	Annual Report FY19, Directors' Report, page 48-49
102-8 Information on employees and other workers	In FY19 there were 9000 employees at The Star. Permanent and fixed term full-time employees make up 54% of the workforce, respectively. The majority of the work performed at The Star is undertaken by employees, with 44% of employees being female.
102-9 Supply chain	Annual Report FY19, Sustainability, page 32; Suppliers
102-10 Significant changes to the organisation and its supply chain	In 2016, The Star rebranded. Information is available here . 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 the "Investor Centre" section of our website .
102-11 Precautionary Principle or approach	The Star does not explicitly refer to the precautionary principle, however, we have a well-established risk management approach to protect the environment. The Star has committed to improving the resilience of its business operations and assets in response to climate change (Annual Report FY19, Sustainability, page 25). The Star

General Standard Disclosures	Related Content/Reason for Omission
	also has a well-established risk assessment and management strategy, which includes consideration of climate risk and sustainability (Annual Report FY19, Directors' Report: Risk Management, pages 51-53). Information is available here .
102-12 External initiatives	Sustainability ; Partnerships
102-13 Membership of associations	Sustainability ; Partnerships
102-14 Statement from senior decision-maker	Annual Report FY18, CEO's Message, pages 8-9
102-15 Key impacts, risks, and opportunities	Annual Report FY19, Directors' Report, pages 51-52
102-16 Values, principles, standards and norms of behaviour	Sustainability Diversity and inclusion Code of Conduct
102-17 Mechanisms for advice and concerns about ethics	Corporate Governance Statement
102-18 Governance structure	Corporate Governance Statement Corporate Governance
102-19 Delegated authority	Corporate Governance Statement
102-20 Executive-level responsibility for economic, environmental and social topics	Annual Report FY19, Directors' Report, pages 54-57
102-21 Consulting stakeholders on economic, environmental and social topics	Annual Report FY19, Sustainability Strategy, page 23
102-22 Composition of the highest governance body and its committees	Annual Report FY19, Directors' Report, pages 54-57
102-23 Chair of the highest governance body	Annual Report FY19, Directors' Report, pages 54-57
102-24 Nominating and selecting the highest governance body	Corporate Governance Statement

General Standard Disclosures	Related Content/Reason for Omission
102-25 Conflicts of interest	Code of Conduct
102-26 Role of the highest governance body in setting purpose, values, and strategy	Annual Report FY19, Directors' Report, pages 47-48
102-27 Collective knowledge of highest governance body	Annual Report FY19, Directors' Report, pages 54-57
102-28 Evaluating the highest governance body's performance	Corporate Governance Statement
102-29 Identifying and managing economic, environmental and social impacts	Annual Report FY19, Sustainability Strategy, page 23
102-30 Effectiveness of risk management processes	Annual Report FY19, Directors' Report, pages 51-52
102-31 Review of economic, environmental and social topics	Annual Report FY19, Sustainability Strategy, pages 23-45
102-32 Highest governance body's role in sustainability reporting	Annual Report FY19, Directors' Report, pages 54-57
102-33 Communicating critical concerns	Annual Report FY19, Directors' Report, pages 51-52
102-34 Nature and total number of critical concerns	Annual Report FY19, Directors' Report, pages 51-52
102-35 Remuneration policies	Annual Report FY19, Remuneration Report, pages 67-79
102-36 Process for determining remuneration	Annual Report FY19, Remuneration Report, pages 65-79
102-37 Stakeholders' involvement in remuneration	Annual Report FY19, Remuneration Report, pages 65.
102-40 List of stakeholder groups	Annual Report FY18, Directors' Report, page 51

General Standard Disclosures	Related Content/Reason for Omission
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 beyond traditional stakeholder boundaries 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 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 FY19, Directors' Report, page 51
102-44 Key topics and concerns raised	Annual Report FY19, Sustainability Strategy, page 23
102-45 Entities included in the consolidated financial statements	Annual Report FY19, Notes to the Financial Statements, page 101
102-46 Defining report content and topic Boundaries	Sustainability
102-47 List of material topics	Sustainability Annual Report FY19, Sustainability Strategy, page 23
102-48 Restatement of information	Any restatements made to data previously disclosed is provided within the notes of the financial statements via footnotes and within the Annual Report, investor media and within results presentations. No restatements have been made to statutory revenue. Changes in accounting standards were applied which were reflected in the normalised results. The Star has disclosed this addition within financial statements and the Annual Report, for example 'Until FY18, normalised results were adjusted using an average win rate of 1.35% on turnover and taxes. Commencing FY19, the Group also

General Standard Disclosures	Related Content/Reason for Omission
	normalises commissions on\ revenue share programs with the impact on the prior year comparative being an increase in commissions of \$20m. Normalised earnings exclude significant items over the past year. Appendix 4E – Full Year Results .
102-49 Changes in reporting	Sustainability
102-50 Reporting period	Sustainability
102-51 Date of most recent report	Sustainability
102-52 Reporting cycle	Sustainability
102-53 Contact point for questions regarding the report	Annual Report FY19, Shareholder Information and Company Directory, pages 145 and 146
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

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
	103-2 The management approach and its components	Annual Report FY19, page 14-15, Financial Report pages 81-84

SERIES 200 – ECONOMIC		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	103-3 Evaluation of the management approach	Annual Report FY19, page 14-15, Financial Report pages 81-84
201 Economic Performance	201-1 Direct economic value generated and distributed	Annual Report FY19, Financial Report pages 80-84.
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change Risk Assessment ; Annual Report FY19, Directors' Report, page 51-53
	201-3 Defined benefit plan obligations and other retirement plans	The Star does not offer defined benefit plans
INDIRECT ECONOMIC IMPACTS		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability pages 34-37.
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability pages 34-37.
203 Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Annual Report FY19, Key Projects, pages 16-21
	203-3 Significant indirect economic impacts	Annual Report FY19, Key Projects, pages 16-21
PROCUREMENT PRACTICES		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 32; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 32; Supplier Code of Conduct , page 5
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 32; Supplier risk assessment

SERIES 200 – ECONOMIC		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
204 Procurement Practices	204-1 Proportion of spending on local suppliers	Annual Report FY19, Sustainability in our Supply Chain, pages 32-33 and Trusted Community Partners, page 34-35. The Star procured \$825m of goods and services from local (Australian) suppliers, constituting 97% of total spend.
ANTI-CORRUPTION		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment
	103-2 The management approach and its components	Code of Conduct
	103-3 Evaluation of the management approach	Compliance Policy , Foreword, page 3 Anti-Bribery and Corruption Policy , page 5
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 Anti-Bribery and Corruption Policy, Code of Conduct, Securities Trading Policy, Whistleblowing Policy and the Disclosure and Investor Communications Policy outline our approach for actively 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 assessment activities cover 100% of The Star's operations, which are performed on a rotation-basis. Significant risks identified by The Star include money laundering and the dealing in proceeds of crime. The Company has an Ethics Panel comprising executives and the Group's independent whistle-blower service provider to administer the Group's conduct policies.

SERIES 200 – ECONOMIC		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	205-2 Communication and training about anti-corruption policies and procedures	All members of the Board receive annual refreshers on all core policies relating to conduct at The Star including the Code of Conduct and The Star’s Anti-Bribery and Corruption policy. All new employees receive a copy of the Anti-Bribery and Corruption Policy upon commencing employment and are sent an annual reminder of all critical policies, including the Code of Conduct. The Star has developed a formalised risk assessment which is issued to suppliers to provide an overview of all ESG risks associated with that supplier. Suppliers are required to provide evidence of measures they have implemented into their own business to allow The Star to review all necessary information and perform a high level assessment of that supplier.
	205-3 Confirmed incidents of corruption and actions taken	No identified incidents of corruption within the past reporting period.
ANTI-COMPETITIVE BEHAVIOUR		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment
	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

SERIES 200 – ECONOMIC		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
		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	<i>As above</i>
206 Anti-Competitive Behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No material breaches within the past reporting period.

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 FY19, Sustainability, pages 28-29; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, pages 28-29; Sustainable Design and Operational Standards
	103-3 Evaluation of the management approach	Assurance Report

SERIES 300 - ENVIRONMENT		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
302 Energy	302-1 Energy consumption within the organisation	Annual Report FY19, Sustainability, pages 28-29; Sustainability
	302-3 Energy intensity	Annual Report FY19, Sustainability, pages 28-29; Sustainability
	302-4 Reduction of energy consumption	Annual Report FY19, Sustainability, pages 28-29; Sustainability ; Energy
	302-5 Reductions in energy requirements of products and services	Not applicable – All consumption of energy associated with The Star’s services are delivered on the premises. Reductions in energy requirements of services delivered on-site are measured based on visitor numbers against a baseline year of FY13. Refer to: Annual Report FY19, Sustainability, pages 28-29; Sustainability
WATER		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, pages 28-30; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, pages 28-30; Sustainable Design and Operational Standards
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, pages 28-30
303 Water	303-1 Water withdrawal by source	Annual Report FY19, Sustainability, pages 28-30; Sustainability Annual Report FY18, Sustainability, pages 28-29;
BIODIVERSITY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment

SERIES 300 - ENVIRONMENT		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	103-2 The management approach and its components	Sustainable Design and Operational Standards
	103-3 Evaluation of the management approach	Sustainable Design and Operational Standards
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 high biodiversity value are adjacent to The Star's facilities.
	304-2 Significant impacts of activities, products, and services on biodiversity	As above.
	304-3 Habitats protected or restored	As above.
EMISSIONS		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment ; Sustainable Design and Operational Standards
	103-2 The management approach and its components	Annual Report FY19, Sustainability, pages 24-25 and 28-29; Sustainability ; Energy
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, pages 24-25 and 28-29; Sustainability ; Energy
305 Emissions	305-1 Direct (Scope 1) GHG emissions	Annual Report FY19, Sustainability, page 29; Sustainability ; https://static1.squarespace.com/static/55f76728e4b0799db9586a8d/t/5d818cb82eff252b93ef42ee/1568771259181/2019.09.02+-+The+Star+Assurance+Report.pdf

SERIES 300 - ENVIRONMENT		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report FY19, Sustainability, page 29; Sustainability
	305-3 Other indirect (Scope 3) GHG emissions	Information not available. The Star does not currently collect or report on its Scope 3 emissions. Our most significant impact on GHG emissions is our consumption of electricity (Scope 2). The Star will look to expand the scope of our emissions reporting in future years.
	305-4 GHG emissions intensity	Annual Report FY19, Sustainability, page 29
	305-5 Reduction of GHG emissions	Annual Report FY19, Sustainability, page 29
EFFLUENTS AND WASTE		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Sustainable Design and Operational Standards Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 30-31; Sustainability
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 30-31; Sustainability
306 Effluents and Waste	306-2 Waste by type and disposal method	Recycling rates are published annually against the base year of FY13. 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 FY13 to 39% diversion across all operations in FY19. 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 FY19, Sustainability, page 30; Waste
	306-3 Significant spills	No significant spills occurred during the reporting period.

SERIES 300 - ENVIRONMENT		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	306-4 Transport of hazardous waste	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.
	306-5 Water bodies affected by water discharges and/or runoff	All water discharged from The Star's sites is captured and transferred offsite by municipal sewerage treatment. We have no reason to suspect any natural water bodies were affected by site run-off during the reporting period.
ENVIRONMENTAL COMPLIANCE		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Directors' Report, page 52-53; Sustainability People, Culture and Social Responsibility Committee Terms of Reference
	103-3 Evaluation of the management approach	Annual Report FY19, Directors' Report, page 52-53; Sustainability
307 Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	No significant environmental fines or penalties were received by The Star for non-compliance with environmental laws and/or regulations over the past 12 months. (CONFIRM)
SUPPLIER ENVIRONMENTAL ASSESSMENT		
	308-1 New suppliers that were screened using environmental criteria	The Star introduced a Supplier Risk Assessment on 15 March 2018. The new framework includes an assessment of environmental, workforce, ethical business practices, community/social business practices and supply chain management. As of 30 September 2018, The Star has piloted the tool with six suppliers against this new risk assessment

SERIES 300 - ENVIRONMENT

Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
		<p>framework and this framework will be applied to the supplier base. Group Procurement has conducted a supplier segmentation exercise identifying all tier 1, 2, 3 and 4 suppliers across its supply chain. The output of this supplier segmentation process allowed the Group Procurement team to understand where the necessary resources and effort should be spent in assessing our supply chain. Every supplier that was used in FY19 was involved in the segmentation exercise and following this, 209 suppliers (11%) of the overall supply chain have been assessed using the above criteria. Questions specifically relating to sustainability are include in all RFX questionnaires and supplier/ market risk is also assessed as part of the category planning. Supplier risk assessment</p>
308 Supplier Environmental Assessment	308-2 Negative social impacts in the supply chain and actions taken	<p>As part of the supply chain improvement program in FY19, The Star has continued to implement recommendations from the supply chain assessment and gap analysis conducted in FY18. Therefore, in relation to the piloted suppliers, no significant negative impacts have been identified in the supply chain requiring immediate action.</p>

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	<p>Annual Report FY19, Sustainability, page 40-41; Materiality assessment</p>

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	103-2 The management approach and its components	Code of Conduct People, Culture and Social Responsibility Committee Terms of Reference
	103-3 Evaluation of the management approach	Code of Conduct People, Culture and Social Responsibility Committee Terms of Reference
401 Employment	401-1 New employee hires and employee turnover	In FY19, new employee hires totalled 3356 to which 47% were female. The Star's total employee turnover rate was 28% in FY19, an increase from FY18 which was impacted by a significant restructuring activity. There are no substantive differences in this rate by gender, age or region and for this reason these breach downs are not publicly reported.
OCCUPATIONAL HEALTH AND SAFETY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 44; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 44
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 44
403 Occupational Health and Safety	403-1 Workers representation in formal joint management-worker health and safety committees	Annual Report FY19, 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 less than 1% of staff based abroad. The Total Recordable Injury Frequency Rate (TRIFR) is reported within the Annual Report FY19, Sustainability, page 44. There are no substantive differences in this rate by

SERIES 400 - SOCIAL

Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
		<p>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 are staged to improve effectiveness (in terms of change in measure) against budget. 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.</p> <p>Turnover was impacted in FY19 due to a significant restructuring activity that impacted between 300-400 people. In FY19 there were no work-related fatalities.</p>
	403-4 Health and safety topics covered in formal agreements with trade unions	The Star does not collect information about worker memberships to trade unions, and does not have any formal agreements with trade unions other than an Enterprise Bargaining Agreement

TRAINING AND EDUCATION

103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, pages 40-41; Materiality assessment
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SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	103-2 The management approach and its components	Annual Report FY19, Sustainability, pages 40-41.
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, pages 40-41.
404 Training and Education	404-1 Average hours of training per year per employee	During FY19, The Star personnel received an average of 13.95 hours of training and development. There are no substantive differences in this rate by region, 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.
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report FY19, Sustainability, pages 40-41.
DIVERSITY AND EQUAL OPPORTUNITY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 38-39; Diversity and Inclusion ; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 38-39; Diversity and Inclusion ; Materiality assessment
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 38-39; Diversity and Inclusion ; Materiality assessment
405 Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Corporate Governance Statement , pages 4 to 5 Annual Report FY19, Sustainability, pages 38-39; 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

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
		<p>both a workplace profile and a reporting questionnaire, structured around the six GEIs</p> <p>Corporate Governance Statement, pages 4 to 5</p> <p>Annual Report FY18, Sustainability, page 43;</p> <p>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</p>
NON-DISCRIMINATION		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment
	103-2 The management approach and its components	Code of Conduct , pages 4-5
	103-3 Evaluation of the management approach	Code of Conduct , pages 4-5
406 Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	There were no substantiated incidents of discrimination in 2019, and therefore no corrective actions required.
CHILD LABOUR		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 32; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 32; Supplier Code of Conduct , page 5
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 32; Supplier risk assessment

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
408 Child Labour	408-1 Operations and suppliers at significant risk for incidents of child labour	Suppliers are screened in accordance with The Star's Sustainable Supply Chain Plan. Throughout the reporting period screening was extended to 11% of tier one suppliers. No suppliers were identified as having a significant risk of child labour or young workers exposed to hazardous work. This assessment of suppliers will be further extended in FY20 as part of our Modern Slavery statement preparation.
FORCED OR COMPULSORY LABOUR		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 32; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 32; Supplier Code of Conduct , page 5
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 32; Supplier risk assessment
409 Forced or compulsory labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Suppliers are screened in accordance with The Star's Sustainable Supply Chain Plan. Throughout the reporting period screening was extended to 11% of tier one suppliers. No suppliers were identified as having a significant risk of forced or compulsory labour. This assessment of suppliers will be further extended in FY20 as part of our Modern Slavery statement preparation. Annual Report FY19, Sustainability, page 32; Supplier risk assessment
SECURITY PRACTICES		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 43; Materiality assessment

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 43
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 43
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.
HUMAN RIGHTS ASSESSMENT		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 32; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 32; Supplier Code of Conduct , page 5
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 32; Supplier Code of Conduct , page 5
412 Human Rights Assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	As part of our response to the new Modern Slavery legislation, a training needs analysis will be undertaken to ascertain the extent of further training required beyond that undertaken by Procurement to date. A cross functional Modern Slavery Working Group has established which includes representatives from Legal, Group Risk, Sustainability, Human Resources and Procurement. Part of the function of this group is to both raise awareness across the organisation and draw together the relevant expertise to ensure our response is appropriate. Our supplier code of conduct remains extant and is an important reference document for Procurement and suppliers alike. The Modern Slavery principles were also developed into the Supplier Code of Conduct and 18 members of the Procurement team were trained equates to in excess of

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
		70 hours training. Annual Report FY19, Sustainability, page 32; Supplier risk assessment ; Supplier Code of Conduct
	412-2 Employee training on human rights policies or procedures	As part of our response to the new Modern Slavery legislation, a training needs analysis will be undertaken to ascertain the extent of further training required beyond that undertaken by Procurement to date. A cross functional Modern Slavery Working Group has established which includes representatives from Legal, Group Risk, Sustainability, Human Resources and Procurement. Part of the function of this group is to both raise awareness across the organisation and draw together the relevant expertise to ensure our response is appropriate. Our supplier code of conduct remains extant and is an important reference document for Procurement and suppliers alike. The Modern Slavery principles were also developed into the Supplier Code of Conduct and 18 members of the Procurement team were trained equates to in excess of 70 hours training. Supplier Code of Conduct
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	The Star has developed a formalised risk assessment which is issued to suppliers to provide an overview of all ESG risks associated with that supplier. Suppliers are required to provide evidence of measures they have implemented into their own business to allow The Star to review all necessary information and perform a high level assessment of that supplier.
LOCAL COMMUNITIES		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, pages 9, 23-24, 34-37, 51; Materiality assessment

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
	103-2 The management approach and its components	Annual Report FY19, pages 9, 23-24, 34-37, 51
	103-3 Evaluation of the management approach	Annual Report FY19, pages 23-24, 34-37
413 Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Annual Report FY19, pages 23-24, 34-37, 51
	413-2 Operations with significant actual and potential negative impacts on local communities	Annual Report FY19, pages 23-24, 34-37, 51
SUPPLIER SOCIAL ASSESSMENT		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 32; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 32; Supplier Code of Conduct , page 5
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 32; Supplier Code of Conduct , page 5 Supplier risk assessment
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 environmental, workforce, ethical business practices, community/social business practices and supply chain management. As of 30 September 2018, The Star has piloted the tool with six suppliers against this new risk assessment framework and this framework will be applied to the supplier base. Group Procurement has conducted a supplier segmentation exercise identifying all tier 1, 2, 3 and 4 suppliers across its supply chain. The output of this supplier segmentation process allowed the Group Procurement team

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
		<p>to understand where the necessary resources and effort should be spent in assessing our supply chain. Every supplier that was used in FY19 was involved in the segmentation exercise and following this, 209 suppliers (11%) of the overall supply chain have been assessed using the above criteria.</p> <p>In terms of new suppliers, questions specifically relating to sustainability (including social criteria) are include in all RFx questionnaires and supplier/ market risk is also assessed as part of the category planning.</p> <p>Supplier risk assessment</p>
	414-2 Negative social impacts in the supply chain and actions taken	<p>As part of the supply chain improvement program in FY19, The Star has continued to implement recommendations from the supply chain assessment and gap analysis conducted in FY18. In relation to the piloted suppliers, no significant negative impacts have been identified in the supply chain requiring immediate action.</p>
PUBLIC POLICY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Materiality assessment
	103-2 The management approach and its components	People, Culture & Social Responsibility Committee Terms of Reference
	103-3 Evaluation of the management approach	People, Culture & Social Responsibility Committee Terms of Reference
415 Public Policy	415-1 Political contributions	<p>The Star Entertainment Group's political donations are publicly available on the Australia Electoral Commission website with supporting disclosure signed by the Group Chief Financial</p>

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
		Officer . The total amount of donations for the FY18 year was \$111,740 publicly disclosed. The Star's donations are to attend events, purchase seats etc. to ensure The Star facilitates and promotes engagement with industry regulators. This annual disclosure process outlines the value of donations to the Liberal, ALP and National parties . FY19 figures will be included on the Australia Electoral Commission website once released.
CUSTOMER HEALTH AND SAFETY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 42-43 and 52; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 42-43 and 52;
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 42-43 and 52;
416 Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	All The Star's operations are assessed for risks to customer health and safety.
MARKETING AND LABELLING		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, page 42-43; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, page 42-43
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, page 42-43
417 Marketing and Labelling	417-1 Requirements for product and service information and labelling	Annual Report FY19, Sustainability, page 42-43 (responsible gambling and responsible service of alcohol)

SERIES 400 - SOCIAL		
Topic-specific Standards	Topic-specific Disclosures	Related Content/Reason for Omission
CUSTOMER PRIVACY		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Directors' Report, page 52; Privacy Policy ; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Directors' Report, page 52; Privacy Policy ;
	103-3 Evaluation of the management approach	Annual Report FY19, Directors' Report, page 52; Privacy Policy ;
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 2019 and consequently no formal warnings or terminations.
SOCIOECONOMIC COMPLIANCE		
103 Management Approach	103-1 Explanation of the material topic and its Boundary	Annual Report FY19, Sustainability, pages 42-43; Materiality assessment
	103-2 The management approach and its components	Annual Report FY19, Sustainability, pages 42-43
	103-3 Evaluation of the management approach	Annual Report FY19, Sustainability, pages 42-43
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. Annual Report FY19, Remuneration Report, page 71