



THE STAR

# Diversity & Inclusion Policy

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## 1. Message from the Chief Executive Officer

Diversity and Inclusion is a key aspect of The Star Entertainment Group's strategy and the way in which we choose to conduct our business. Our values – Ownership, True Teamwork, Welcoming and City Pride – highlight what we believe in and our authentic approach to Diversity and Inclusion is built on these beliefs.

I know that building talented teams will enable The Star Entertainment Group to have the broadest and most talented pool of people available for current and future roles. With engaged, enabled and empowered people, we are better able to achieve our vision to be Australia's leading integrated resort company.

The Star Entertainment Group's properties have always been a part of, and contributed significantly to, our communities. As a result, we must reflect the diversity of our local community. I am proud of the role we have as a leading business and The Star Entertainment Group will always aim to connect to our communities through our diversity.

**Matt Bekier**  
**CEO & Managing Director**

## 2. Purpose

At The Star Entertainment Group, we believe that building richly diverse teams and an inclusive culture is integral to delivering thrilling experiences for our customers, developing the careers of our people and delivering shareholder value. Our approach to Diversity and Inclusion is built on our values of Ownership, True Teamwork, Welcoming and City Pride. The Star Entertainment Group Board of Directors (the Board) aims to attract and maintain a Board of Directors that has an appropriate mix of skills, experience and diversity. The Star Entertainment Group recognises that the promotion of diversity and inclusion on the Board, in senior management and across the organisation will:

- Enhance our ability to attract, recruit, engage and retain high quality directors, senior management and team members, from the widest possible pool of talent;
- Encourage greater innovation, through the inclusion of different perspectives;
- foster a culture that encourages everyone to treat each other with respect, courtesy and dignity;
- Ensure that all team members are aware of their rights and responsibilities in relation to equal opportunity, fairness and respect for all aspects of diversity;
- Create a dynamic work environment that improves well-being, employee engagement and productivity;
- Provide a work environment that values and utilises the contributions of team members with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of inclusion; and
- Enhance our connection with the communities in which we operate.

The Star Entertainment Group is committed to ensuring inclusion at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, perspectives and experience.

### **3. Scope**

This policy applies to the Board of Directors (the Board), all employees of The Star Entertainment Group Limited and all employees of The Star Entertainment Group companies. It applies to all permanent and temporary team members, whether full time, part time or casual who apply for and/or are permitted by The Star Entertainment Group to perform work or provide services. It also applies to all secondees, contractors, people on work experience and employees or agents of suppliers of services to The Star Entertainment Group or any The Star Entertainment Group company. In this policy, all of the above mentioned persons are referred to in this policy as 'employee', 'you' or 'team member'.

### **4. Definitions**

#### **4.1 Diversity**

Demographic diversity includes differences that relate to gender, ethnicity, religion, culture, language, sexual orientation, gender identity, disability and age. Other dimensions of diversity can include family and caring responsibilities, marital and family status, educational level, life experience and socio-economic background.

Valuing diversity means accepting and respecting these differences, and harnessing the richness of our varied backgrounds, ideas and perspectives.

#### **4.2 Inclusion**

Inclusion focuses on ensuring individuals feel welcome within an organisation or group. At The Star Entertainment Group, we aim to make all team members feel included in the workplace so that they are fully able to contribute to our vision and have a positive work experience.

### **5. Principles**

This Diversity and Inclusion Policy is based on the following principles:

#### **5.1 Talented Teams**

Decisions concerning all aspects of employment, including recruitment, selection, development, promotion and remuneration are based on skills, qualification, capabilities, aptitudes and performance,

#### **5.2 Fairness and Respect**

The Star Entertainment Group embraces diversity, inclusion and equal opportunity, and does not tolerate any form of discrimination in the workplace.

### 5.3 Shareholder Value

Diversity, inclusion and equal employment opportunity initiatives are based on sound business principles and objectives. They focus on improving results and value for The Star Entertainment Group's shareholders, our team members and the communities in which we operate.

## 6. Diversity and Inclusion at The Star Entertainment Group

### 6.1 Diversity and Inclusion Strategy

The Star Entertainment Group will develop strategies, initiatives and programs, overseen by the Board, to promote diversity and inclusion in line with the above principles and including initiatives that:

- Develop the collective skills, experience and attributes of senior management and team members across The Star Entertainment Group; and
- Ensure The Star Entertainment Group's culture and management systems are aligned with and support this Policy.

### 6.2 Areas of Focus

The Star Entertainment Group aims to build greater inclusion by focusing on four key diversity areas:

- Gender: to promote gender equality in all aspects of our business and increase the representation of women in leadership;
- Multicultural: to build inclusion by valuing and celebrating all cultures and increase the representation of culturally-diverse leaders;
- Mature age: to create a more inclusive workplace for mature aged team members, which enables them to optimise their late career; and
- Lesbian, gay, bisexual, transgender and intersex (LGBTI): to foster a safe, welcoming and inclusive environment for LGBTI team members.

In addition, we view Workplace Flexibility as a key enabler in helping us to achieve our diversity and inclusion objectives. We recognise that team members (regardless of gender) at all levels may have responsibilities outside of work and that flexible work practices can assist them to meet those responsibilities.

The Star Entertainment Group also provides opportunities for team members on extended parental leave to maintain their connection with the company through the Keeping in Touch program.

### 6.3 Measurable Objectives

The Star Entertainment Group will establish measurable objectives, including key performance indicators (KPIs) for the diversity and inclusion strategies, initiatives and programs as they are developed. With respect to gender diversity and in line with the ASX Corporate Governance Principles and Recommendations, measurable objectives and KPIs will be developed by the Executive Committee for approval by the Board.

## 6.4 Monitoring and Reporting

The Board will annually review and assess the diversity and inclusion objectives and KPIs to track and verify progress towards attainment of the objectives and the success of the overall strategy. The Chief Executive and Executive Committee will regularly report progress against the objectives and KPIs to the Board. The Board will ensure that appropriate disclosures are made in the Annual Report regarding Diversity and Inclusion.

## 7. Responsibilities

### 7.1 Responsibilities of the Board of Directors

The Board, supported by management, is responsible for establishing measurable diversity and inclusion objectives and assessing progress in achieving these objectives.

### 7.2 Responsibilities of Team Members

All team members have an obligation to support and respect workplace diversity, inclusion, ethical practices, workplace safety and help to prevent unlawful discrimination, harassment and bullying in their workplaces.

## 8. Review of Policy

This Policy will be periodically reviewed to verify that it is operating effectively and whether any changes are required to the Policy.

## 9. References

- *The ASX Corporate Governance Principles and Recommendations*
- *Equal Employment Opportunity, Discrimination and Harassment Policy*
- *Bullying Policy*
- *Recruitment Policy*
- *Code of Conduct*
- *Flexible Working Arrangements Policy*
- *Parental Leave Policy*

## 10. Disclaimer

All The Star Entertainment Group policies do not form part of any employment contract, are not contractually binding on The Star Entertainment Group Limited (or any of its related bodies corporate) and do not give rise to enforceable rights. The Star Entertainment Group Limited (and its related bodies corporate) may amend, vary, supplement or remove this policy at any time.