



Contributing to the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals

The [United Nations Sustainable Development Goals](#) provide a framework for action universally to protect people, the planet and to improve the lives and prospects for everyone, everywhere. The 17 Sustainable Development Goals (SDGs) and 169 Targets which seek to address the most significant challenges faced globally, balance the three dimensions of sustainable development: the economic, social and environmental and provide a prescribed pathway for contribution towards 2030.

Our Bright Future – The Star’s Sustainability Strategy

The Star takes a broad view of sustainability and focuses on building business capacity and delivering continuous improvement in the management of Environmental, Social and Governance (ESG) issues. The Star has developed a [Sustainability Strategy](#), ‘Our Bright Future’, built on a four-pillar framework which supports the organisations business plan. The four pillars are:

- **Leading Company** – The Star is an ethical corporate citizen leading the way on responsible gaming and maintaining strong relationships with our stakeholders
- **World Class Properties** – The Star develops and operates world class liveable, environmentally sustainable and resilient integrated resorts and precincts
- **Guest Wellbeing** – The Star is committed to giving our guests a safe, secure and comfortable experience
- **Talented Teams** – The Star attracts, develops and retains a talented, diverse and engaged team


Our contribution



The Star has begun to use the SDGs as a guide and roadmap toward 2030 to better understand how our ESG strategies and programs contribute to the global Agenda for Sustainable Development. The process of aligning our efforts with the SDGs forms part of our annual materiality assessment where The Star’s most material issues and subsequent management strategies are mapped to the SDGs, refer to [Materiality](#) on the company website. The Star’s most recent materiality assessment aligns our contribution with 14 of the 17 SDGs and our initiatives, objectives and targets can be found in our [Beyond 2020 Sustainability Action Plan](#).


In 2020 we have been working to embed the SDGs and Targets into our reporting processes for the first year, and this is our first summary of contribution. The Star’s contribution towards the SDGs will be updated annually and form part of our Sustainability Report. Our first report is in planning and will be released in September 2021. For more information on Sustainability at The Star visit <https://www.starentertainmentgroup.com.au/sustainability>.


Aligning our Strategy Sustainability and Material Issues with the UN SDGs


MATERIAL ISSUE		UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS			
LEADING COMPANY	Ethical business operation	9, 16			
	Community wellbeing and trust	16, 17			
	Privacy and security	16			
	Sustainable and ethical supply chain	9, 12, 17			
	ESG transparency	12, 16			
	Sustainable business performance	8			
WORLD-CLASS PROPERTIES	Climate resilience	7, 13			
	Minimising environmental impacts through operating efficiently	7, 12, 13, 14, 15			
	Sustainable precincts	9, 11, 13, 14, 15			
GUEST WELLBEING	Responsible gaming	3, 11			
	Safety and security	3			
	Healthy environments	3			
TALENTED TEAMS	Diversity, inclusion and equal opportunity	5, 8, 10			
	Employee engagement and development	4, 8			
	Employee health, safety and wellbeing	3, 8			
					


UN SDG 3 Good Health and Well-being	UN SDG Targets	The Star's Material Issues	The Star's Contribution
	<p>3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol</p> <p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<ul style="list-style-type: none"> • <i>Responsible gaming</i> • <i>Safety and security</i> • <i>Healthy environments</i> • <i>Employee health, safety and wellbeing</i> 	<ul style="list-style-type: none"> • The Star's Work Place Health and Safety goals include eliminating work related injuries, illnesses and unsafe work practices and promoting the health and welfare of our team members, refer to The Star's Annual Report 2020. • The Star operates a Safety Management System which continues to target best practice and ensures continuous improvement. • Part of The Star's Risk and WH&S processes include COVID controls to protect team members and guests in line with the Group COVID Safe Plan and legislation Covid Safe. The Star's COVID controls were developed with the advice and support of independent medical experts. • The Star is actively supporting team members through the impacts of COVID. Learning support centres have been established to facilitate additional online learning opportunities, social connections are being promoted through a Group Facebook page and a dedicated enquiry line both for medical and personal support is available to all employees. • A mental health training program is in place for all managers and leaders. • The Star's Employee Assistance Program, including face-to-face wellness and coaching sessions and comprehensive online resources for team members has also seen an increase in utilisation since the onset of COVID restrictions. • The Star's properties maintain leading security and surveillance operations. All properties are supported by 24 hours-a-day seven-days-a-week security and surveillance operations. • The Star's responsible service of alcohol (RSA) practices comply with relevant state-based legislation, regulations and liquor licences supported by a group RSA policy framework. • All team members at The Star who are directly involved in the service or supply of alcohol, including those supervising or managing these processes, must have a current RSA training course certificate. All other employees are also required to complete in-house RSA training upon commencement of employment, even though they are not directly involved in the service or supply of alcohol. • The Star works with police, casino regulators and the local community in each city so our properties remain safe for all of our guests. We take a zero-tolerance approach to illegal, undesirable and anti-social behaviour in conjunction with our Responsible Gambling and Responsible Service of Alcohol (RSA) practices.


			<ul style="list-style-type: none"> The Star has a leading Responsible Gambling Program in place. All details including policies and activities can be found on the company website Responsible Gambling. The Star has a dedicated Responsible Gambling Team that oversees all areas of the Responsible Gambling Program (including compliance with the Responsible Gambling Policy) across the Group. A comprehensive training program including mandatory responsible gambling training for all our team members is in place across the Group.
UN SDG 4 Quality Education	UN SDG Targets	The Star's Material Issues	The Star's Contribution
	<p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p>	<ul style="list-style-type: none"> <i>Employee engagement and development</i> 	<ul style="list-style-type: none"> The Star Academy recruits, trains and develops our talented teams through three pillars of learning: The Foundation Centre, The Skills Centre and The Leadership Centre. A number of formal trainee programs, the Graduate Programs and The Star Culinary Institute form part of the overall attraction and retention strategy for the Group. The Star Culinary Institute (SCI) operates under The Skills Centre, nurturing and developing future talent in the culinary sector. In 2020, the Group hosted 108 apprentices with a gender diversity breakdown of 38% female and 62% male. The program's success was reflected in its apprentice retention and employment rates of 86% and 83% respectively. The 2020 graduate program is focussing on developing women in leadership, with a 50/50 gender split. The school-based apprenticeship program has an ongoing waitlist of young talent wishing to join the program at The Star Gold Coast. The same apprenticeship program has now been launched in Sydney with the support of the New South Wales Department of Education.
UN SDG 5 Gender Equality	UN SDG Targets	The Star's Material Issues	The Star's Contribution
	<p>5.1 End all forms of discrimination against all women and girls everywhere</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<ul style="list-style-type: none"> <i>Diversity, inclusion and equal opportunity</i> 	<ul style="list-style-type: none"> The Star's Diversity and Inclusion (D&I) Strategy is focussed upon our Employee Values Proposition, our Vision, our Values, our Service Commitment and our talent and development strategies. The Star is a founding member of Women in Gaming and Hospitality Australasia (WGH) and has facilitated the group's expansion across several cities in Australia and New Zealand. WGH is the only industry body in Australasia dedicated to empowering women working in, or looking to work in, the gaming industry. The Star's team member-led working groups focus on four key areas of diversity: multicultural; LGBTQI; gender; and age.


	<p>5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women</p>		<ul style="list-style-type: none"> • The Star’s Gender Diversity Group at The Star ‘WOMEN@TheStar’ is sponsored by the company’s Chief Legal & Risk Officer with the purpose of promoting gender equality in all aspects of our business by championing change and advocating opportunities for all individuals. • The Group has a public target of 45% female and 45% male representation of leaders (levels 1 - 4) by 2023 (with the remaining 10% reflecting scope for non-binary gender identities). • The Group is actively reducing the gender pay gap through targeted remuneration increases which has resulted in a year-on-year decrease of the gap for salaried team members. • The Star monitors the percentage of women promoted to manager positions and this is increasing evidenced by an uplift of 23.28% to 42.9% in 2020. Overall female representation has remained at just above 44% for the past three years. Female representation in levels 1, 2, 3 and 4 has steadily increased in the past three years. • The Star’s ‘2020 graduate program’ focussed on developing women in leadership, with a 50/50 gender split. • The Star Culinary Institute (SCI) operates under The Skills Centre, nurturing and developing future talent in the culinary sector. In the 2020 financial year, the Group hosted 108 apprentices with a gender diversity breakdown of 38% female and 62% male. The program’s success was reflected in its apprentice retention and employment rates of 86% and 83% respectively. • The Star was ranked number 2 in Australia, and number 25 globally in the 2019 Refinitiv Diversity and Inclusion Index. • The Star was recognised as a Bronze Employer in the Australian Workplace Equality Index in 2020.
UN SDG 7 Affordable and Clean Energy	UN SDG Targets	The Star’s Material Issues	The Star’s Contribution
	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3 By 2030, double the global rate of improvement in energy efficiency</p>	<ul style="list-style-type: none"> • <i>Climate resilience</i> • <i>Minimising environmental impacts</i> 	<ul style="list-style-type: none"> • The Star is targeting net-zero carbon emissions by 2030 for wholly owned and operated assets. To support the target, a comprehensive energy and emissions management strategy will be introduced focussed on the purchase of renewable energy, energy optimisation and efficiency measures and establishing a balanced carbon offsetting approach. The Strategy supports The Star’s integration of the Task Force on Climate Related Financial Disclosures framework and recommendations as reported in the Group’s Climate-related Disclosures Report. • The Group’s Energy and Water Project Pipeline, first established in FY2015, continues to prioritise, monitor



			<p>and track projects that deliver energy saving benefits, results are reported in the Annual Report.</p> <ul style="list-style-type: none"> Utilising a building optimisation and analytics platform, a total of 107 small scale tuning and efficiency projects were completed from July 2019 to March 2020 at The Star Sydney and The Star Gold Coast. The Star is committed to ongoing energy assessment and conducts energy efficiency audits across our properties every two years to determine opportunities for improvement. In 2020, the audits are being completed with a view to set individual property energy targets in 2021 to support efficiency and carbon emissions reduction. At The Star Gold Coast and The Star Sydney, ongoing solar feasibility studies are part of the planning and development process with the view to move toward implementation. The Star is in the process of contracting a Power Purchase Agreement (PPA) for offsite renewable energy for solar.
UN SDG 8 Decent work and Economic Growth	UN SDG Targets	The Star's Material Issues	The Star's Contribution
	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p> <p>8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead</p>	<ul style="list-style-type: none"> <i>Sustainable business performance</i> <i>Diversity, inclusion and equal opportunity</i> <i>Employee engagement and development</i> <i>Employee health, safety and wellbeing</i> 	<ul style="list-style-type: none"> The Star is an ASX 100 listed company that owns and operates The Star Sydney, The Star Gold Coast and Treasury Brisbane and welcomes over 18 million visits per year (pre COVID). The Star operates hotels, bars and restaurants, event spaces and casinos supporting higher levels of economic productivity with a focus on labour-intensive sectors including construction through development and hospitality. The Star's Sustainability Strategy and Beyond 2020 Sustainability Action Plan aim to reduce the company's environmental aspects and impacts. As the company develops the Sustainable Design and Operational Standards set minimum standards for development that aim to reduce carbon emissions, energy use, potable water use and waste to landfill. Sustainable consumption is being driven through supply chain decisions to improve standards on products we buy including seafood, meat, and farmed products through the Group's Responsible Sourcing Strategy. The Star's Diversity and Inclusion Policy seeks to build richly diverse teams and promotes an inclusive culture which The Star believes 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's Diversity Targets can be found on the company website. The Star's Supplier Code of Conduct details the company's requirements in relation to Human Rights,


	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p> <p>8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products</p>		<p>Labour Practices & Anti-Discrimination and the supply chain.</p> <ul style="list-style-type: none"> • The Star’s Modern Slavery approach supports the Supplier Code of Conduct and reaches further to ensure that upholding human rights is a fundamental part of our business and underpins all that we do for our people, our guests, our partners, our communities and our value chain. • The Star’s Work Place Health and Safety goals include eliminating work related injuries, illnesses and unsafe work practices and promoting the health and welfare of our team members and can be found in The Star’s Annual Report 2020. The Workplace Health and Safety Policy can be found on the company website. • The Star supports training programs for youth through The Star Culinary Institute (SCI) nurturing and developing future talent in the culinary sector. In the 2020 financial year, the Group hosted 108 apprentices with a gender diversity breakdown of 38% female and 62% male. The program’s success was reflected in its apprentice retention and employment rates of 86% and 83% respectively. The 2020 graduate program is focussing on developing women in leadership, with a 50/50 gender split. • The Star’s school-based apprenticeship program has an ongoing waitlist of young talent wishing to join the program at The Star Gold Coast. The same apprenticeship program has now been launched in Sydney with the support of the New South Wales Department of Education. • The Star is a founding partner of the City of Sydney’s Sustainable Destination Partnership which promotes sustainable tourism, entertainment and accommodation by collaborating across the sector to achieve the City of Sydney’s 2030 Sustainability Goals. The Star is represented on and Chairs the Leadership Panel and project based Technical Working Groups.
UN SDG 9 Industry, Innovation and Infrastructure	UN SDG Targets	The Star’s Material Issues	The Star’s Contribution
	<p>9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p>	<ul style="list-style-type: none"> • <i>Ethical business operations</i> • <i>Privacy and security</i> • <i>Sustainable precincts</i> 	<ul style="list-style-type: none"> • The Star continues to develop and operate a sustainable portfolio. The Star is targeting 90% coverage of third-party certified environmental ratings across the Group’s portfolio by 2022. In 2020, over 50% of the Group’s portfolio has been rated. • The Star has joint venture developments with its Hong Kong based partners Chow Tai Fook Enterprises and Far East Consortium. All developments have 5 Star and 6 Star Green Star Rating commitments with the Green Building of Australia. The Queen’s Wharf Brisbane development has already achieved a 6 Star Green Star Communities Rating for the precinct.



	<p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>		<ul style="list-style-type: none"> • The Star is targeting net-zero carbon emissions by 2030 for wholly owned and operated assets. To support the target, an energy and emissions management strategy will be introduced focussed on the purchase of renewable energy, energy optimisation and efficiency measures and establishing a balanced carbon offsetting approach. The Star is currently integrating the Task Force on Climate Related Financial Disclosures framework and recommendations as reported in the Group's Climate-related Disclosures Report. • The Star is committed to short term carbon reduction targets to achieve a 30% reduction by 2023 against the FY2013 base year on an intensity basis. • The Star's Sustainable Design and Operational Standards specify that all new developments must achieve a minimum 5 Star Green Star Design Rating. • The Sustainable Design and Operational Standards include minimum requirements for energy efficiency, water use, waste generation, materials used, climate mitigation and adaptation and overall sustainability management of retrofit and new design projects. • The Star continues to monitor, manage and report resource use both on our website and within each year's Annual Report.
UN SDG 10 Reduced Inequalities	UN SDG Targets	The Star's Material Issues	The Star's Contribution
	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>	<ul style="list-style-type: none"> • <i>Diversity, inclusion and equal opportunity</i> 	<ul style="list-style-type: none"> • The Star's D&I Strategy supports inclusion in levels of management by targeting the following: <ul style="list-style-type: none"> - 45% female, 45% male (with remaining 10% gender neutral) representation in level 1-3 leadership levels by 2025 - 20% Asian representation in leadership levels 1-3 by 2025 - LGBTQI-inclusive employer as measured by our increasing scores on the Australian Workplace Equality Index (AWEI) - Having a welcoming culture for our mature aged employees as measured by our employee engagement survey. • The Star's Diversity and Inclusion Policy and Diversity Targets can be found on the company website. • The Star is in the process of developing its Reconciliation Action Plan (RAP) which is expected to be finalised in 2021. • The Star acknowledges the traditional owners of the lands on which its property operate upon and is preparing its Reconciliation Action Plan in 2020 with a vision to support employment pathways, growth opportunities and to provide both appropriate and meaningful engagement through its activities.

UN SDG 11 Sustainable Cities and Communities	UN SDG Targets	The Star's Material Issues	The Star's Contribution
	<p>11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries</p> <p>11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p> <p>11.B By 2020, substantially increase the number of cities and human settlements adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, and develop and implement, in line with the Sendai Framework for Disaster Risk Reduction 2015–2030, holistic disaster risk management at all levels</p>	<ul style="list-style-type: none"> • <i>Responsible gaming</i> • <i>Sustainable precincts</i> 	<ul style="list-style-type: none"> • The Star's Masterplans for both its largest properties The Star Sydney and The Star Gold Coast promote tourism, create job opportunities, create capacity and contribute to building world cities. Masterplans can be found on The Star's Development website. • As part of The Star's engagement with the City of Sydney's Sustainable Destination Partnership, The Star is targeting waste reductions in line with the City of Sydney's 2030 goals 'Sustainable Sydney 2030'. • The Star has the following initiatives in development in relation to community engagement which can be found in the Beyond 2020 Sustainability Action Plan: <ul style="list-style-type: none"> - Memberships of heritage bodies. The Star maintains memberships across key heritage groups including the National Trust, Royal Historical Society of Queensland and the Heritage Council of Queensland - Connected cities and communities. Provide a positive influence in positioning our cities for tourism and infrastructure growth by delivering projects within our cities that attract visitors and increase connectivity, mobility and open public spaces. - Custodianship and contribution - Provide support, thought leadership and contribution to city strategies, destination stewardship activities and key local community and not for profit organisations and their work. • The Star Sydney and The Star Gold Coast are certified with Green Star Performance ratings to holistically improve the operation of the property and surrounding communities. • The Star is targeting net-zero carbon emissions by 2030 for wholly owned and operated assets. To support the target, a comprehensive energy and emissions management strategy will be introduced focussed on the purchase of renewable energy, energy optimisation and efficiency measures and establishing a balanced carbon offsetting approach, refer to The Star's Climate-related Disclosures Report. • The Star's new buildings all have commitments to a minimum 5 Star Green Star rating (Design and AS Built) and The Star's newest development with joint venture partners Chow Tai Fook Enterprises and Far East Consortium at Queen's Wharf Brisbane carry both 5 and 6 star Green Star Ratings for the precinct. The Development has already achieved a 6 Star Green Star Communities Rating to promote precinct wide sustainable and social outcomes. • The Star acknowledges the traditional owners of the lands on which its property operate upon and is

			preparing its Reconciliation Action Plan in 2020 with a vision to support employment pathways, growth opportunities and to provide both appropriate and meaningful engagement through its activities.
UN SDG 12 Responsible Consumption and Production	UN SDG Targets	The Star's Material Issues	The Star's Contribution
	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<ul style="list-style-type: none"> <i>Sustainable precincts</i> 	<ul style="list-style-type: none"> The Star's Sustainability Strategy and Beyond 2020 Sustainability Action Plan aim to reduce the company's environmental aspects and impacts, reduce carbon emissions, energy use, potable water use and waste to landfill and to manage broader ESG issues. The Star Sydney and The Star Gold Coast are certified with Green Star Performance ratings to holistically improve property operations and the surrounding communities. The Star is targeting net-zero carbon emissions by 2030 for wholly owned and operated assets. To support the target, a comprehensive energy and emissions management strategy will be introduced focussed on the purchase of renewable energy, energy optimisation and efficiency measures and establishing a balanced carbon offsetting approach, refer to The Star's Climate-related Disclosures Report. The Star is committed to reducing food waste both within our business and through a united commitment with the partners of the Sustainable Destination Partnership towards The City of Sydney's 2030 goal. The Star donates surplus food to OzHarvest and Foodbank to ensure additional meals are created in the community. In FY20, over 33 tonnes were donated creating over 100,000 meals. The Star recycles over 30 waste streams and continues to take a holistic and complete view of waste by ensuring targets consider all construction and operational waste. The Star's group recycling rate is at 37% in FY20 with plans to increase this rate towards best practice. The Star's new buildings all have commitments to a minimum 5 Star Green Star rating (Design and AS Built) and The Star's newest development with joint venture partners Chow Tai Fook Enterprises and Far East Consortium at Queen's Wharf Brisbane carry both 5 and 6 star Green Star Ratings for the precinct. The Development has already achieved a 6 Star Green Star Communities Rating to promote precinct wide sustainable and social outcomes. The Star is planning to release its first standalone Sustainability Report with an integrated GRI Index to expand sustainability disclosures in 2021. The Star has maintained a 5 Star NABERS Tenancy rating for its Sydney corporate office.

			<ul style="list-style-type: none"> The Star is targeting 90% coverage of third party certified environmental ratings by 2022. In 2020, The Star has achieved third-party certified environmental ratings for over 50% of the Group's portfolio. The Star's Supplier Code of Conduct promotes sustainable procurement practices and details the company's requirements in relation to Human Rights, Labour Practices & Anti-Discrimination and the supply chain.
UN SDG 13 Climate Action	UN SDG Targets	The Star's Material Issues	The Star's Contribution
 <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<ul style="list-style-type: none"> <i>Climate resilience</i> <i>Minimising environmental impacts</i> <i>Sustainable precincts</i> 	<ul style="list-style-type: none"> The Star is targeting net-zero carbon emissions by 2030 for wholly owned and operated assets. To support the target, a comprehensive energy and emissions management strategy is in development focussed on the purchase of renewable energy, energy optimisation and efficiency measures and establishing a carbon offsetting approach. The approach supports The Star's integration of the Task Force on Climate Related Financial Disclosures framework and recommendations as reported in the Group's Climate-related Disclosures Report. The Star is committed to short term carbon reduction targets to achieve a 30% reduction by 2023 against the FY2013 base year on an intensity basis. The Star's Sustainable Design and Operational Standards specify minimum requirements for climate mitigation and adaptation in the design of new buildings in the portfolio. The Star conducted physical climate risk assessments in 2017 and again in 2019 across the Group's wholly owned and operated assets. The Group has committed to conducting physical climate risk assessments every two year and reporting mitigation and adaptation measures in the Annual Report and also in the Group Climate-related Disclosures Report. The Star has approximately 8500 employees. The Star's Leadership team continue to support the Group's carbon emissions reduction targets and facilitate education events across the organisation to raise awareness. The Star's Sustainability Team run education forums to promote the Group's climate change response and its associated impacts in supporting the global goals and Paris Agreement. 	
UN SDG 14 Life Below Water	UN SDG Targets	The Star's Material Issues	The Star's Contribution
 <p>14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities,</p>	<ul style="list-style-type: none"> <i>Minimising environmental impacts</i> <i>Sustainable precincts</i> 	<ul style="list-style-type: none"> The Star's Beyond 2020 Sustainability Action Plan includes our initiatives we are working towards as part of our developing Water Strategy. This includes maximising recycled water use, upsizing our reverse osmosis plant at The Star Gold Coast, reducing portable water and contributing to healthy and safe waterways. 	

	<p>including marine debris and nutrient pollution</p> <p>14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans</p>		<ul style="list-style-type: none"> The Star supported the installation of a Seabin (fixed underwater collection unit) to remove litter and oils from Sydney Harbour. The Star partnered with Ocean Watch to collect used oyster shells from restaurants to create new surfaces underwater to reduce erosion and promote growth in harbour tributaries enhancing water quality. The Star has in place a ‘Single-use Plastic Reduction Commitment’ to reduce plastics in landfills and waterways. TO date 7.5 million plastic straws have been removed from circulation and 41 plastic takeaway items have been replaced with 33 compostable alternatives.
UN SDG 15 Life on land	UN SDG Targets	The Star’s Material Issues	The Star’s Contribution
	<p>15.9 By 2020, integrate ecosystem and biodiversity values into national and local planning, development processes, poverty reduction strategies and accounts</p> <p>15.A Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems</p>	<ul style="list-style-type: none"> <i>Minimising environmental impacts</i> <i>Sustainable precincts</i> 	<ul style="list-style-type: none"> ‘Biodiversity Improvement’ is a key initiative in the Group’s Beyond 2020 Sustainability Action Plan. The Star has committed to identifying opportunities to increase biodiversity and to continue to assess potential biodiversity impacts through our core development activities. As part of The Star’s 2030 net-zero targets, a project is in planning to enhance biodiversity through land reforestation and carbon sequestration or offsets. In 2020, an 8000 sqm green roof was established at The Star Sydney with over 18,000 plants, of which 27 plant species equal to half of all planted were native. New river frontage and green spaces were opened at Queen’s Walk Brisbane to provide more access to the riverbanks and spaces for the communities within the development. The Star donates to and works in partnership with local wildlife organization Currumbin Wildlife Hospital in 2020 as part of an ongoing arrangement. The Star has established beehives on roof areas at The Star Gold Coast. The Star partnered with the Quandamooka Yoolooburrabee Aboriginal Corporation (QYAC) in North Stradbroke Island QLD to install 32 native bee hives on the island, traditionally known as Minjerribah. In accordance with local Aboriginal customs, the honey will be collected at regular intervals by Quandamooka People, Elders, and QYAC rangers – with each hive expected to generate up to 1kg of honey per year.
UN SDG 16 Peace, Justice and Strong Institutions	UN SDG Targets	The Star’s Material Issues	The Star’s Contribution

 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all</p> <p>16.4 By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime</p> <p>16.5 Substantially reduce corruption and bribery in all their forms</p> <p>16.6 Develop effective, accountable and transparent institutions at all levels</p>	<ul style="list-style-type: none"> • <i>Ethical business operation</i> • <i>Community well-being and trust</i> • <i>Privacy and security</i> • <i>ESG transparency</i> 	<ul style="list-style-type: none"> • The Star is committed to conducting business in a manner which is safe, ethical, professional and compliant with the laws as stated in the company's policies. The Star's Board strongly supports the principles of corporate governance and is committed to maintaining the highest standards within the company, as set forth in the company's Corporate Governance Statement and Appendix 4G - Key to Corporate Governance Disclosures. • Compliance with The Star's Code of Conduct and associated policies, guidelines and procedures (such as the Securities Trading Policy) is a requirement of employment for everyone at The Star. The Code of Conduct establishes the behaviour the company expects from employees at work and describes the work environment that The Star aspires to provide its employees. • The Anti-bribery and corruption Policy supports the Code of Conduct by establishing the standards of accountability related to instances of suspected bribery or corrupt practices in connection with The Star's business dealings, whether that be in Australia or internationally. • The Star has strict policies on political donations managed in conjunction with the Anti-bribery and corruption Policy. • The Star prepares its reporting 'in accordance' with the Global Reporting Initiative (GRI) Standards (Core option). • The Star has obtained 'Limited Assurance' by EY for FY2020 across its energy and carbon data. • The Star achieved a 'Sustainability Leadership' position within the Casino and Gaming Industry sector in the Dow Jones Sustainability Index for the fifth consecutive year (2016 - 2020) for ESG reporting in 2020.
<p>UN SDG 17 Partnerships for the Goals</p>	<p>UN SDG Targets</p>	<p>The Star's Material Issues</p>	<p>The Star's Contribution</p>
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in</p>	<ul style="list-style-type: none"> • <i>Community well-being and trust</i> • <i>Sustainable and ethical supply chain</i> 	<ul style="list-style-type: none"> • The Star works closely with all levels of government to maintain a strong and collaborative relationship with key community decisionmakers. Our engagement focuses on both regulatory and legislative issues, while also seeking feedback from these key stakeholders on how we can improve our engagement with the local community. During the COVID-19 pandemic, The Star worked closely with the NSW and Queensland governments to ensure our operations represented best practice in the hospitality sector. • The Star is a close collaborative partner with Destination NSW and Tourism & Events Queensland to support tourism attraction and economic development across the two states. These partnerships deliver significant value to the visitor economy and support state and international visitation.

	<p>particular developing countries</p> <p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>		<ul style="list-style-type: none"> • The Star supports a wide range of industry groups and peak bodies, supporting their advocacy for improvements to our industry and the competitiveness of Australia’s visitor economy. The Star participates through a wide range of organisations, including the Australian Chamber of Commerce and Industry, Business Council of Australia, Tourism & Transport Forum, Sydney Business Chamber, Committee for Sydney, Accommodation Association, Tourism Accommodation Australia, Property Council of Australia, Urban Taskforce, Western Harbour Alliance, Committee for Brisbane, Queensland Tourism Industry Council, and a number of others. • The Star is a founding partner of the City of Sydney’s Sustainable Destination Partnership which promotes sustainable tourism, entertainment and accommodation by collaborating across the sector to achieve the City of Sydney’s 2030 Sustainability Goals. The Star is represented on and Chairs the Leadership Panel and project based Technical Working Groups. • In March 2020, The Star alongside its Hong Kong-based partners, Chow Tai Fook Enterprises and Far East Consortium opened the Queen’s Wharf Brisbane Visitor Centre to the public and parklands have since opened creating more accessible river frontage for the community including Waterline Park.
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