



Supplier Risk Assessment

Overview:

At The Star Entertainment Group we are committed to ensuring that everything we do, minimises the impact on the environment and the communities in which we operate in. In order to achieve our goal of becoming 'Australia's Leading Integrated Resort Company' we must implement, maintain and develop sustainable strategies into our daily operations.

The Star Entertainment Group's view of sustainability is broad and focuses on building business capacity and delivering continuous improvement in the management of environmental, social and governance issues.

We acknowledge that we are on a journey to develop our position as a leading organisation in sustainability and corporate social responsibility. We realise that a key part of our sustainability journey, comes from you, our suppliers. Our commitment is to work collaboratively with our suppliers to ensure each and every one upholds the highest ethical, environmental, and social standards.

Instructions:

Please complete the questions in regard to your organisation and organisation's sustainability performance / CSR in the Supplier Risk Assessment Questionnaire.

The Star recognises that each aspect will apply differently to different organisations (including size, geography and sector), so please respond as relevant.

Note that a minimum level of response and management approach is expected for all five questions and failure to respond may result in disqualification from future opportunities.

Evaluation:

Questions	0 - Poor <i>not meeting requirements</i>	1 - Average <i>meeting basic requirements but there is room to improve</i>	2 - Good <i>demonstrates strong performance</i>	3 - Leading <i>demonstrates significant improvements over peers</i>
1. Environment	<ul style="list-style-type: none"> - No information or no policies/commitment in place. - Environmental impacts are relevant to the supplier's activities (e.g. manufacturing or industry) but are not clearly being managed. - Previous performance is poor, such as a significant spill or contamination, and no clear actions described to prevent recurrence. 	<ul style="list-style-type: none"> - Some tracking and management of impacts is reported but not systematically or sufficiently for the key impacts involved (e.g. energy use, hazardous chemicals). - No improvement in performance is demonstrated. - May have had issues with previous performance but have taken action to improve. 	<ul style="list-style-type: none"> - Public reporting on at least one key environmental aspect. - Improvement initiatives are outlined. - Performance trend where available is generally improving. - Manufacturer/industry: environment management system (EMS) is in place in line with AS/NZS ISO 14001 and controls/actions outlined are considered sufficient for the activity/location/size. - Office-based company or SME: no Environmental Management System (EMS) but report other environmental efforts and objectives. - Generally in compliance with any environmental licences or relevant regulation. 	<ul style="list-style-type: none"> - Comprehensive public reporting of environmental performance data and activities in line with Global Reporting Initiative (GRI). - Strong improvement targets and demonstrable improvements achieved with no recent poor performance (significant spill or contamination). - Participation in industry environmental initiatives or have achieved recognition such as Dow Jones Sustainability Index (DJSI). - Manufacturing/industry: environment management system is certified to AS/NZS ISO 14001 and certificate provided. - Product or service has environmental certification such as carbon neutral, Forest Stewardship Council, Good Environmental Choice, etc.
2. Workforce	<ul style="list-style-type: none"> - No information or no policies/commitment in place. - Safety hazards or labour abuses are relevant to the supplier's activities (e.g. overseas operations, construction, agriculture) but are not clearly being managed. - Previous performance is poor, such as significant safety incidents and labour violations and no clear actions are described to prevent recurrence. 	<ul style="list-style-type: none"> - Policies in place for some or all of the topics, but insufficient controls and management approaches to support implementation (e.g. no training, no performance reporting). - No improvement in performance is demonstrated. - May have had issues with previous performance but have taken action to improve. 	<ul style="list-style-type: none"> - Key issues are addressed in policy (in OECD countries this can be limited to safety, discrimination, bullying and harassment, but non-OECD countries should also include no child labour, no forced labour, fair pay, freedom of association and collective bargaining). - Controls and management approaches are considered sufficient for the activity/location/size. - Public reporting on at least one key workforce aspect. - Improvement initiatives are outlined. - Performance trend where available is generally improving. - Generally in compliance with any relevant labour or health and safety legislation. 	<ul style="list-style-type: none"> - Policies explicitly refer to respect for human rights. - Public reporting of performance data and activities in line with GRI. - Strong improvement targets and demonstrable improvements achieved with no recent poor performance (significant safety incident or labour violation). - Participation in industry initiatives (Ethical Trading Initiative (ETI), Fair Labour Association (FLA), UN Global Compact (UNGC) etc) or standards (ISO 26000). - Publicly recognised for achievements. - If hazardous activities are involved, comprehensive H&S management system certified or equivalent to AS/NZS 4801 should be described including auditing of H&S practices. - Product or service has labour practice certification such as Fairtrade or SAs8000.
3. Ethical business practices	<ul style="list-style-type: none"> - No information provided or no policy/commitment. - Corruption risks are relevant to the supplier's activities (e.g. operation in high risk countries, construction, mining, finance) but are not clearly being managed. - Previous instances of corruption have been identified and no clear actions described to prevent recurrence. 	<ul style="list-style-type: none"> - Corruption (bribery, conflict of interest, fraud) is prohibited in a policy, however limited action is taken to manage the risk, communicate the policy or enforce it. - If any incidents are reported, corrective actions have been taken. 	<ul style="list-style-type: none"> - Controls and management approaches are considered sufficient for the activity/location/size (e.g. staff are required to acknowledge code of conduct or attend mandatory training, annual refresher trainings if high risk). - Public reporting on ethical business management approach. - Improvement initiatives are outlined (e.g. additional guidance provided). - Performance trend where available is generally improving. 	<ul style="list-style-type: none"> - Innovative approaches especially in countries where corruption is systemic. - Signatory to UNCG or other anti-corruption initiative. - No major corruption incidents reported.
4. Community	<ul style="list-style-type: none"> - No information provided, or no policy/commitment. - Community impacts are relevant to the supplier's activities (e.g. construction and security firms) but are not clearly being managed. - Previous instances of negative impacts or significant protests have been identified and no clear actions described to prevent recurrence. 	<ul style="list-style-type: none"> - Policy in place if supplier has community impacts, but insufficient information on actions taken to manage impacts. - If any community issues have been raised in the past, corrective actions have been taken. 	<ul style="list-style-type: none"> - Controls and management approaches are considered sufficient to reduce any impacts. - Public reporting on community engagement and contributions. - Demonstrated improvement in community engagement and reduction in impacts/complaints. - Demonstrated benefits provided to community such as providing employment to disadvantaged people or in underemployed areas. 	<ul style="list-style-type: none"> - Community contributions are aligned to material impacts, such as health initiatives for junk food company. - Public reporting of performance data and activities in line with GRI. - No major community issues or protests. - Aligned with best practice guidance such as ISO 26000 or publicly recognised for achievements. - Verified social enterprise (on Social Traders' database), B Corp, Australian Disability Enterprise or Supply Nation Certified Supplier.
5. Supply chain management	<ul style="list-style-type: none"> - No awareness of Environmental, Social and Governance (ESG) issues/risks in existing supply chain or answer does not address the question. - Timber products, palm oil, or other high risk materials provided but no information provided on source. - Known to subcontract but no controls over their practices. 	<ul style="list-style-type: none"> - Some awareness of ESG risks in supply chain and some suppliers are engaged ad hoc but not systematically. - Vague actions taken to manage subcontractors performance, but not considered sufficient. - Claim raw material is sustainably/legally sourced but no details or certifications provided. 	<ul style="list-style-type: none"> - ESG risks in supply chain have been assessed and documented and a system is in place to mitigate them (e.g. auditing, supplier KPIs). - Existing suppliers or subcontractors have been assessed and any gaps identified and a plan in place to improve. - High risk material (e.g. timber, palm oil, conflict minerals) is certified and certificates provided. - Public reporting on supply chain management approach. - Life cycle impacts considered in design, including materials used, efficiency and recyclability. 	<ul style="list-style-type: none"> - Strong initiatives in place to reduce supply chain impacts, e.g. supplier capability building, working with Non-Government Organisations (NGOs), or change in design or material choice to avoid impacts. - No recent violations / scandals identified in the supply chain. - Supply chain mapped for key inputs and raw material sources are traced. - Procurement is aligned with ISO 20400. - Products certified organic, FairTrade, Rainforest Alliance, FSC, Bonsucro, etc.
Overall rating	2 or more 'Poor's	4 or more 'Average' or above, no more than 1 'Poor'	4 or more 'Good' or above, zero 'Poor'	2 or more 'Leading', zero 'Poor', no more than 1 'Average'
Overall response:	This supplier is not qualified for working with the Star.	Commitment should be negotiated with this supplier to correct their 'poor' performance area.	'Good' rating communicated on supplier profile.	'Leading' rating communicated on supplier profile.



Supplier Risk Assessment Questionnaire

Please complete the following questions in regard to your organisation.

Questions	Responses
What type of entity is your organisation?	
Industry/Category	
Number of operational sites and locations locally (within Australia)	
Number of operational sites and locations globally	
Are you an indigenous owned business?	
How many indigenous employees do you have?	
What percentage do disabled staff account for in your business?	
How many FTE (full time equivalent) staff work for your organisation?	
What is your approximate annual procurement spend?	
What is your annual turnover? (\$)	
Has your organisation been audited by another customer or third-party?	
If your organisation has been audited, please confirm the aspects covered e.g. Labour Practices, Ethical Business, Health and Safety, Environment, Food Safety (HACCP) etc.	
Has your organisation been convicted or subject to penalties for non-compliance with legal frameworks?	
If your organisation has been convicted for non-compliance with legal frameworks, please confirm legal framework that was violated e.g. Labour Laws, Crime and Corruption, Environmental, Worker Health and Safety, Consumer/Product Safety	
Do you engage any subcontractors to supplement the scope of goods/services provided to The Star Entertainment Group?	

Please complete the following questions in regard to your organisation's sustainability performance / CSR. The Star recognises that each aspect will apply differently to different organisations (including size, geography and sector), so please respond as relevant. Note that a minimum level of response and management approach is expected for all five questions and failure to respond may result in disqualification from future opportunities.

Topics	Questions	Responses	Evidence
1. Environment	<p>How does your organisation minimise its impact on the environment?</p> <p>- This may include approaches to management (such as policies, procedures, environmental management systems, ISO 14001 certification, impact assessments, measuring and reporting environmental performance, objectives and targets for improvement) as well as actions taken (such as technologies implemented, product design, and behaviour change initiatives).</p> <p>- If your facilities or the services / goods provided are subject to any environmental regulations, please include your record of compliance and any corrective actions taken.</p> <p>- Please provide evidence of policies, certifications and performance reporting.</p>		
2. Workforce	<p>How does your organisation ensure its staff are treated fairly and their safety assured?</p> <p>- This may include non-discrimination (equal opportunity policies and diversity programs), fair remuneration (in comparison to minimum wage and living wage), working hours (ensuring overtime is voluntary and compensated), health and safety (policy, management system, initiatives and performance), freedom to bargain collectively (e.g. join a union), regular employment (versus use of casual and temporary staff), freedom from bullying and harassment (reporting and response to incidents), prevention of forced labour and underage labour, and grievance mechanisms.</p> <p>- If any violations have occurred, including against local labour or health and safety legislation, please provide information on the nature of the incident(s) and how these were addressed.</p> <p>- Please provide evidence of key policies, certifications (e.g. AS/NZS 4801, SA8000) and performance reporting (e.g. diversity and safety metrics).</p>		
3. Ethical business practices	<p>How does your organisation ensure its business is conducted ethically?</p> <p>- This may include prevention of bribery, conflict of interest and fraud (such as through code of conduct, training, consequences of unacceptable behaviour, data analysis, internal and external audits, whistle blower channel), as well as fair operating policies (such as toward suppliers and customers / consumer rights).</p> <p>- If any incidences of corruption have been raised (either internally or externally), please provide information on the nature of the incident(s) and how these were addressed.</p> <p>- Please provide evidence such as policies and the percentage of staff trained.</p>		
4. Community	<p>How does your organisation manage its impact on the community in which it operates?</p> <p>- This may include both prevention of negative impacts (such as minimising disturbance, protecting access to resources, community safety and the local economy) and positive contributions (such as community programs, volunteering, charitable donations and training and employment of disadvantaged people).</p> <p>- If any community objections or protests have been raised previously, please provide information on the nature of the dispute(s) and how these were addressed.</p> <p>- Please provide evidence of key policies.</p>		
5. Supply chain management	<p>How does your organisation manage sustainability impacts in its supply chain and on contracted parties?</p> <p>- This may include product life cycle considerations (e.g. environmental and human rights impacts in the raw material sourcing, manufacture, transport and end of life), supplier management (e.g. ensuring suppliers meet environmental, social and ethical criteria) and supply chain transparency (tracing key products and materials to ensure ethical sourcing).</p> <p>- If you employ third parties to subcontract core activities or service delivery, please describe how they are managed to meet expectations around the key criteria above.</p> <p>- Please provide evidence of key policies and any product/key supplier certifications (e.g. FSC, RSPO, Fairtrade, SA8000).</p>		