



THE STAR

MEDIA RELEASE

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THE STAR ENTERTAINMENT GROUP ANNOUNCES NEW PARENTAL LEAVE POLICY

The Star Entertainment Group has today announced a new parental leave policy aimed at improving flexibility within its workforce and ensuring a family-friendly, inclusive and diverse workplace.

The Star Entertainment Group's CEO and Managing Director, Matt Bekier said: "We understand that family dynamics are different for each of our team members. We have worked hard to ensure all parents are supported and have the required flexibility as they welcome new family members.

"Our parental leave policy reflects the needs of our workforce and ensures that team members have the opportunity to grow both personally and professionally throughout their time with The Star."

The Star's Parental Leave Policy, effective immediately, will include the following provisions:

- Paid parental leave increased to 16 weeks for principal carers (from 10 weeks)
- Secondary carers will receive 4 weeks company-paid parental leave
- Team members will receive superannuation on all company-paid parental leave and principal carers will also receive an additional 2 weeks of superannuation (totalling 18 weeks)
- Removal of 'waiting periods' or continuous service eligibility for all permanent team members
- Reduced continuous service and active employment eligibility for casual team members
- Paid parental leave can now be taken up to 2 years after the birth or adoption of a child

The introduction of superannuation contributions for company-paid parental leave is a new addition to the policy.

The Star Entertainment Group's Chief People and Performance Officer, Kim Lee, said: "We want to ensure that The Star is an equitable employer for everyone. The introduction of superannuation contributions on parental leave will bridge the gap in retirement savings most often experienced by women, which was also exasperated by the pandemic."

Changes to the parental leave policy included collaboration with Women at The Star, a team member-led working group which aims to promote gender equality across all aspects of the business by championing change and advocating opportunities for all individuals.

Gender equality advocate and CEO of Women in Gaming & Hospitality Australasia, Helen Galloway added: "Inclusive policies assist organisations to attract and retain talented employees. The Star should be congratulated on meaningful policy change that addresses equality in the workplace."

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