



The Star Entertainment Group ESG Metrics FY21

Team Members
8000+

Properties **3**
Hotels **7**

Theatres **2**
Event Centres **2**
Bars & Restaurants **60+**

This summary of Environmental, Social and Governance (ESG) metrics should be read in conjunction with the company's Annual and Sustainability Report disclosures. The ESG metrics that have been provided are for the financial year unless another reporting period has been specified.

Social	Total gender breakdown	56% men, 44% women (31 March 2021 aligned to WGEA report)
	Females in leadership positions	37% (31 March 2021 aligned to WGEA report)
	Gender diversity target (Levels 1-4)	45% female, 45% male and 10% non-binary representation by 2023
	Gender pay gap (%)	6.8% (31 March 2021 aligned to WGEA report)
	Gender pay gap target	7.2%
	Employer of Choice Certification	Yes
	Multi-cultural diversity target (Levels 1-3)	20% Asian representation by 2023
	Languages spoken	70+, top 3 non-English languages are: Mandarin, Cantonese and Vietnamese
	Australian Workplace Equality Index score	74%
	LGBTQI+ Diversity target	5% year on year growth in the Australian Workplace Equality Index
	Primary carers parental leave	16 weeks of paid parental leave accessible to all employees. 18 Weeks of paid superannuation. No minimum service period
	Secondary carers parental leave	4 weeks of employer funded secondary carers leave
	Supplier risk assessment	Yes
	Supplier Code of Conduct	Yes
	Supplier Code of Conduct aligned to UN Declaration of Human Rights	Yes
	Supplier standard with regard to labour rights and working conditions	Prohibition of child labour, forced labour, discrimination
	Compliance with supplier standard	Regular supplier risk assessments and audits
	Percentage of suppliers assessed for modern slavery risks	78% of suppliers by spend
	Modern Slavery Statement	Yes
	Program for continuous improvement in modern slavery risk management	Yes
	Statement in support of human rights	Yes
	Human Rights Assessment	2591 team members completed modern slavery training
	Total employee turnover percentage	24%
	Total Recordable Injury Frequency Rate (#)	10.7
	Flexible work arrangement	Yes
	UN Global Compact Member	Yes
Funds donated to community partners	\$725,000	

Environment

Climate Change Policy	Yes
Carbon emissions target	Net zero Scope 1 and Scope 2 emissions for wholly owned and operated assets by 2030 30% reduction in carbon emissions intensity by 2023 against 2013 base year
Net zero target by 2030	Yes
Strategies in place to mitigate and adapt to climate-related risks	Yes
Responsibility for climate change at board level	Yes
Annual report aligned with TCFD framework	Yes
Total Scope 1 greenhouse gas emissions	8,953 (tCO₂-e)
Total Scope 2 greenhouse gas emissions	89,466 (tCO₂-e)
Total Scope 3 greenhouse gas emissions	Capital Projects: 26%; Hospitality (meat): 11%; Marketing: 4%; Hospitality (dry goods): 4%
GHG emission intensity	0.32 tCO₂e/m²
Reduction in carbon intensity since FY13:	24%
Total non-renewable energy consumption	571,370 gigajoules (GJ)
Reduction in potable water intensity since FY13	26%
Total potable water consumption	608,530 kilolitres (kL)
Recycling rate (%)	34%
Single use plastic reduction	Single-use plastics reduction commitment Targeting 100% compostable food packaging (currently at 98%)
Buildings receiving Earthcheck Platinum Certification	Gold Coast Convention & Exhibition Centre
Percentage of buildings certified to a sustainable/green building standard (owned and operated assets)	80% by floor space
Strategies to mitigate impact of activities on biodiversity	Yes - Green roof; assessments in place for a carbon offset, tree planting project in QLD
Strategies regarding energy efficiency of buildings and water use minimisation	Yes
Amount of hotel linen and obsolete uniforms diverted from landfill	3,300kg
% of takeaway food packaging that's compostable	98%

Governance

Independent Chair	Yes
Director independence	Yes
Board independence	86%
Number of Board subcommittees	4
Internal Audit Committee reporting directly to Board	Yes
Independence of Audit Committee	Yes
Independence of Remuneration, People and Social Responsibility Committee	Yes
Independence of Risk, Compliance and Regulatory Performance Committee	Yes
Females on Board	2 (out of 8)
Responsible Gambling Policy	Yes
Responsible Gambling Training Program	Yes
Staff trained in responsible gambling	6,959 (91%) Compliance requirement 100% of FTE, <100% is a result of staff onboarding and special leave
Risk Assessments of all new gambling products/services	Yes
Self-exclusion program	Yes
Staff trained as Guest Support Advocates	393
Patron Liason Managers located in all properties	Yes
Anti-Money Laundering and Counter-Terrorism Financing Policy/Program	Yes
Periodic AML/CTF risk assessment of products, services and channels	Yes
Anti-Bribery and Corruption Policy	Yes
Policies produced in different languages	Anti-Bribery and Corruption Policy; Code of Conduct; Responsible Gambling Policy
Anonymous and confidential whistleblowing helpline available	Yes
Procedures in place ensuring protection of whistleblowers	Yes
RSA Compliance Program and training in place	Yes
Privacy and security	No 'eligible data breach', as defined within the Privacy Act 1988 (Cth), occurred in 2021; Cyber Resilience Program tracks risk reduction objectives monthly
Materiality Assessment conducted annually	Yes
Sustainability strategy and material issues aligned to United Nations Sustainable Development Goals	Yes
Metrics receiving Limited Assurance	Energy, carbon emissions (Scope 1 and Scope 2), waste to landfill, potable water usage, workforce diversity, employee safety
ESG reporting aligned with the GRI Sustainability Reporting Standards	Yes