



The Star Entertainment Group ESG Metrics FY22

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.

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|-------------------------------------|---|--|
| Social | Total gender breakdown | 55% men, 45% women (31 March 2022 aligned to WGEA report) |
| | Females in leadership positions | 38% (31 March 2022 aligned to WGEA report) |
| | Gender diversity target (Levels 1-4) | 45% female, 45% male and 10% non-binary representation by 2023 |
| | Gender pay gap (%) | 6.7% |
| | Gender pay gap target | Reduce gap by 0.5% |
| | Employer of Choice Certification | Yes |
| | Multi-cultural diversity target (Levels 1-3) | 20% Asian representation by 2023 (FY22 target, target under review FY23) |
| | Languages spoken | 70+, top 3 non-English languages are: Mandarin, Cantonese and Vietnamese |
| | Australian Workplace Equality Index score | 95% |
| | LGBTQI+ Diversity target | 5% year on year growth in the Australian Workplace Equality Index (FY22 target, target under review FY23) |
| | 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 | 99% 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 | 86% of team members completed modern slavery training |
| | Total employee turnover percentage | 29% |
| | Total Recordable Injury Frequency Rate (#) | 11.8 |
| Flexible work arrangement | Yes | |
| UN Global Compact Member | Yes | |
| Funds donated to community partners | \$775,000 | |

Environment

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|--|---|
| 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 | 8,716 (tCO₂-e) |
| Total Scope 2 greenhouse gas emissions | 88,077 (tCO₂-e) |
| Total Scope 3 greenhouse gas emissions | 114,525 (tCO₂-e) (based on a third-party materiality assessment of Scope 3 emissions from operations) |
| GHG emission intensity | 0.31 tCO₂e/m² |
| Reduction in carbon intensity since FY13: | 26% |
| Total non-renewable energy consumption | 567,719 gigajoules (GJ) |
| Reduction in potable water intensity since FY13 | 27% |
| Total potable water consumption | 598,603 kilolitres (kL) |
| Recycling rate (%) | 33% |
| Single use plastic reduction | Single-use plastic 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) | 90% by floor space |
| Strategies to mitigate impact of activities on biodiversity | Yes - Green roof at The Star Sydney Nature walkways Queen's Wharf Brisbane Farmland purchased to create carbon offsets and koala sanctuary, QLD |
| Strategies regarding energy efficiency of buildings and water use minimisation | Yes |
| Amount of hotel linen and obsolete uniforms diverted from landfill | 15,941kg |
| % of takeaway food packaging that's compostable | 98% |

Governance

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|---|---|
| Independent Chair | Yes |
| Director independence | Yes |
| Board independence | 100% (after the cessations of the Managing Director on 28 March 2022 and the interim Executive Chairman on 31 May 2022) |
| Number of Board subcommittees | 3 |
| 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 (to 27 March 2022) 2 out of 6 (28 March to 30 June) (after the cessations of the Managing Director on 28 March 2022 and the interim Executive Chairman on 31 May 2022) |
| Responsible Gambling Policy | Yes |
| Responsible Gambling Training Program | Yes |
| Staff trained in responsible gambling | 7,349 (92%) 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 | 236 |
| 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 2022; 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, safer gambling |
| ESG reporting aligned with the GRI Sustainability Reporting Standards | Yes |