

2020 - 21 Compliance Program

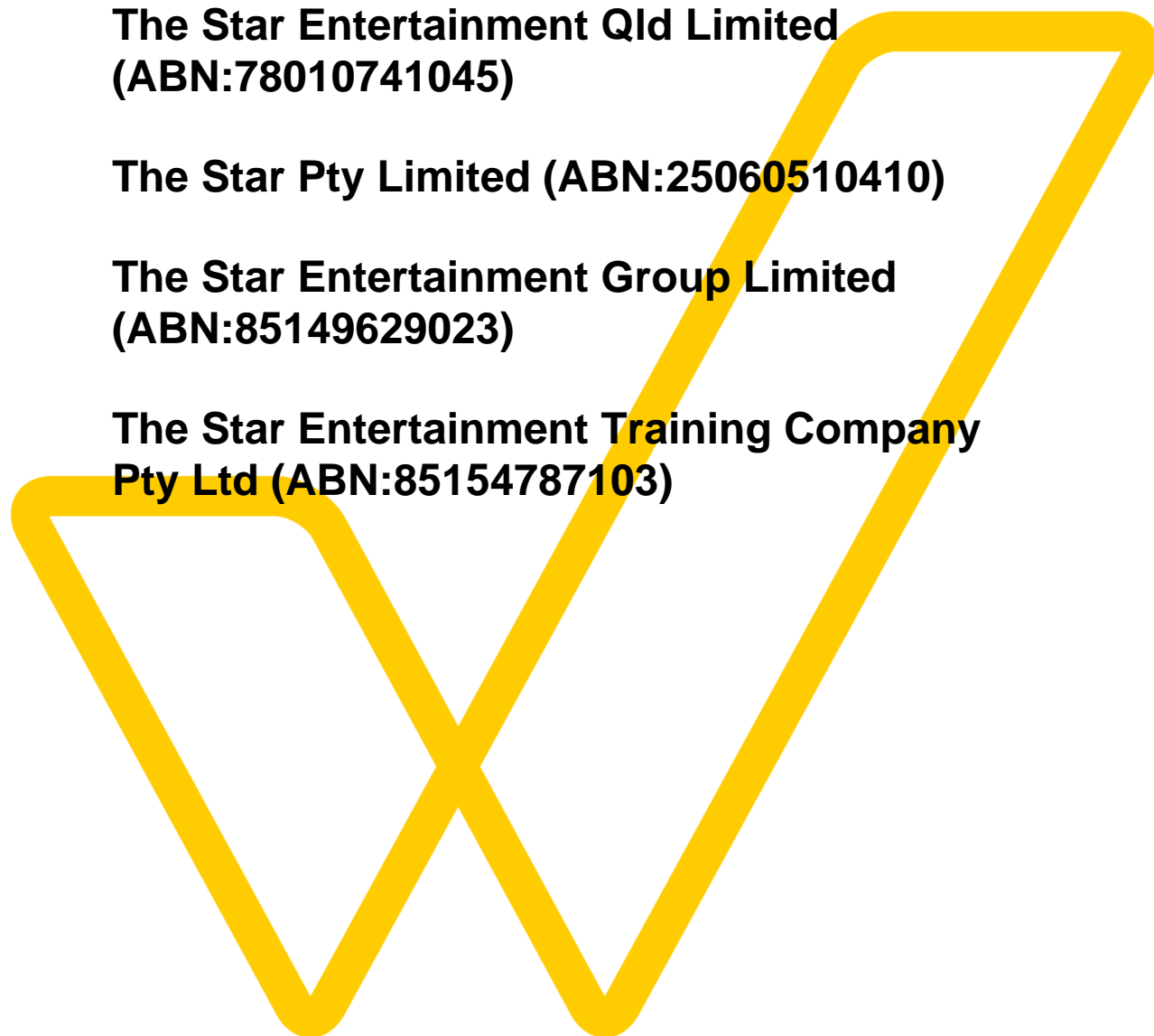
Submitted by:

**The Star Entertainment Qld Limited
(ABN:78010741045)**

The Star Pty Limited (ABN:25060510410)

**The Star Entertainment Group Limited
(ABN:85149629023)**

**The Star Entertainment Training Company
Pty Ltd (ABN:85154787103)**



#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Key performance indicators for managers relating to gender equality	Yes(<i>Select all that apply</i>)
...Yes	Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(<i>Select all that apply</i>)	
...Yes	Strategy

3: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

The Star Entertainment focuses on gender equality through the Diversity and Inclusion framework. Our Gender Equality Committee formulated in 2015 have a strategy embedded and look to formalise a policy in 2022.

Governing bodies

The Star Entertainment Qld Limited

The Star Pty Limited

The Star Entertainment Group Limited

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	The Star Entertainment Executive Leadership Team
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	0
...Male (M)	1
...Gender X	0
...Members	
...Female (F)	2
...Male (M)	3
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(<i>Provide further details on your target</i>)
10.6: What is the percentage (%) target?	30.00%
10.7: What year is the target to be reached (select the last day of the target year)?	30-Jun-2021

The Star Entertainment Training Company Pty Ltd

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

...Yes	Policy Strategy
1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?	Yes(<i>Select all that apply</i>)
...Yes	To achieve gender pay equity To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews) To implement and/or maintain a transparent and rigorous performance assessment process

2: Did your organisation receive JobKeeper payments?

Yes

2.1: Please indicate which months in the reporting period your organisation received JobKeeper payments:

.. April 2020

Yes

...May 2020

Yes

...June 2020

Yes

...July 2020

Yes

...August 2020

Yes

...September 2020

Yes

...October 2020

Yes

...November 2020

Yes

...December 2020

Yes

...January 2021

Yes

3: What was the snapshot date used for your Workplace Profile?

31-Mar-2021

4: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(Provide further details on the most recent gender remuneration gap analysis that was undertaken.)	
1.1: When was the most recent gender remuneration gap analysis undertaken?	Within the last 12 months
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Yes(Select all that apply)
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Analysed commencement salaries by gender to ensure there are no pay gaps Analysed performance pay to ensure there is no gender bias (including unconscious bias) Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
.. Yes	Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to the executive Corrected like-for-like gaps
1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)	An annual review is undertaken of like-for-like roles and conducted across The Star Entertainment Group. When inconsistencies are identified they are escalated as a priority during the annual remuneration review.

2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Our Reward strategy provides for Gender parity & references are made in publicly disclosed remuneration report

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?

Yes(Provide further details on the employee consultation process.)	
1.1: How did you consult employees?	Survey Consultative committee or group
1.2: Who did you consult?	ALL staff

2: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

The Star Entertainment have a gender equality committee that meet once a month to discuss gender equality improvements. We also have a diversity and inclusion steering committee each quarter which is headed by our CEO.

#Employee work/life balance

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes(*Select all that apply*)

...Yes	Policy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	The Star Entertainment Group look to review the policy in the next 12 months.
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Leaders are held accountable for improving workplace flexibility	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Whilst we select "no", we have a culture of informal flexible work. This is part of our leadership culture of "leaving loudly".
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Team-based training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes

...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
	SAME options for women and men(<i>Select all that apply</i>)

...Yes	<i>that apply)</i>
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, SOME managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

No

6: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

During COVID, majority of Team Members were stood down due to government imposed shutdown of The Star Entertainment Group's operations. Flexibility provided to Team Members who were stood up.

Flexible work applies to all permanent and temporary Team members.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	Women only
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	No
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	10
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	91-100%
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	No(<i>You may specify why employer funded paid parental leave for secondary carers is not available.</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Jun-2021

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

The Star Entertainment Group has launched it's new parental policy as of 1st June 2021, paternity leave to increase from 10 weeks to 16 weeks for the primary careers, introducing secondary carer's leave and paying superannuation on parental leave. Wait periods and eligibility was also removed as of 1st June 2021.

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes (*Select all that apply*)

...Yes

Policy

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not aware of the need

...On-site childcare

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not aware of the need

...Breastfeeding facilities

Yes (*Please indicate the availability of this support mechanism.*)

...Yes

Available at ALL worksites

...Childcare referral services

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not aware of the need

...Internal support networks for parents

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not aware of the need

...Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not aware of the need

...Other (provide details)

Not suited to our business model.

...Information packs for new parents and/or those with elder care responsibilities

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not aware of the need

...Referral services to support employees with family and/or caring responsibilities

Yes (*Please indicate the availability of this support mechanism.*)

...Yes

Available at ALL worksites

...Targeted communication mechanisms (e.g. intranet/forums)

Yes (*Please indicate the availability of this support mechanism.*)

...Yes

Available at ALL worksites

...Support in securing school holiday care

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not aware of the need

...Coaching for employees on returning to work from parental leave

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not aware of the need

...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

...Yes	Policy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every one-to-two years
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every one-to-two years

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

One of The Star's priorities, that we recognise is key to achieving our vision, is to build Talented Teams and we have confidence that the experience and contributions of a diverse team is key in building a Talented Team. One of our core values is Do The Right Thing and we believe a workplace free from all forms of discrimination and harassment ensures we are living our value of Doing The Right Thing. As such, The Star does not tolerate any forms of discrimination and harassment in the workplace, not just because it is the right thing to do, but because it is key to our beliefs and success. If such matters are raised, they are taken seriously, investigated and if misconduct is substantiated, it will result in disciplinary action, up to and including dismissal.

We have several methods in which our Team Members can report matters to The Star and remain anonymous, if they wish. In addition to being able to report matters directly to their Leaders or Senior Leaders (who are all trained to manage such grievances), we have a specialised Employee Relations team who are

apart of the People & Performance Team (Human Resources). Employee Relations can be contacted via email, phone or an online ticketing service available on the intranet. We have an external provider, Total Integrity Protection Service (E-Tips), which team members can call or email. We also have an ongoing campaign around “Call it out” in which we encourage team member to call out any behaviour that does not align with our values and team members can do so by emailing Callitout@star.com.au, which our Compliance team receives.

The Star has a robust investigation process, involving:

- Identifying if the complainant has attempted to resolve the matter directly with the other party
- Ascertaining the details of the grievance and the remedy sought
- Grievances are investigated by impartial parties via consultation. Comprehensive notes are taken during interviews with the complainant and respondent
- Confidentiality obligations are reiterated, and confidentiality agreements are signed to protect the integrity of a process, a matter, and the individual personally
- Once the matter is resolved, the complainant and respondent are advised of the outcome including whether any disciplinary or remedial action will be taken
- The situation is further monitored by Business Unit Leaders to ensure that no one is victimised or discriminated against as part of their involvement in the process

Given The Star’s focus on creating an inclusive and welcoming environment free from harassment and bullying, the Employee Relations Team use their case management tracking system in order to be able track and analyse any trends or patters in relation to grievances that are related to sexual harassment and the like. These enable periodic trend analysis and reporting to be completed, with any findings and recommendations being able to be shared with the business in order to proactively manage the prevention and elimination of sexual harassment at The Star.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes (*Select all that apply*)

...Yes	Policy
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2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	Yes
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes

...Workplace safety planning	Yes
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes
...Access to unpaid leave	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Offer change of office location	Yes
...Emergency accommodation assistance	Yes
...Access to medical services (e.g. doctor or nurse)	Yes
...Other (provide details)	No(<i>Select all that apply</i>)

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

The Star supports employees who experience domestic violence to continue to participate in the workplace through the following measures:

- Approval of domestic violence leave
- Approval for other forms of leave such as leave without pay or any accrued but untaken paid leave
- Flexible Working Arrangements
- Safety plans or contingencies
- Appointment of trained Domestic Violence Support Officers who are available at each one of The Star's properties and can coordinate support for an employee experiencing domestic violence

All employees involved in supporting an employee experiencing domestic violence are bound by confidentiality to the extent possible.

The Star provides internal and external support through the following services:

Internal

- People and Performance team, and Domestic Violence Support Officers (contact details are available on The Star's Intranet page)

External

- Confidential counselling for our employees and their families through the Employee Assistance Provider
- The National Sexual Assault, Family and Domestic Violence Counselling Line
- The Domestic Violence Line; and
- Details of support services specific to LGBTI community