

The Star Entertainment Group

ESG Metric Summary

FY23



Social

Total Gender Breakdown	46% female representation
Females in Leadership Positions	39.9% female representation, Level of Work 1-4
Gender Diversity Target (Levels 1-4)	45% female, 45% male and 10% non-binary representation by 2024
Gender Pay Gap (%)	4.5%
Gender Pay Gap Target	7.2%
Employer of Choice Certification	Yes
Multi Cultural Diversity Target (Levels 1-3)	20% Asian representation by 2024
Languages Spoken	70+, top 3 non-English languages spoken are: Mandarin, Cantonese and Vietnamese
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. 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
Percentage of suppliers assessed for modern slavery risks	99% of direct suppliers by spend (FY22)
Modern Slavery Statement	Yes
Program for continuous improvement in Modern Slavery risk management	Yes
Total Employee Turnover Percentage	Overall 43% Voluntary 30%
Total Recordable Injury Frequency Rate (#)	16.9
Flexible Work Arrangement	Yes
UN Global Compact Participant	Yes

Environment

Climate Change Policy	Yes
Climate-Related Targets	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
Target of net-zero carbon emissions (Scope 1 and Scope 2) 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 (tCO2-e)	9774
Total Scope 2 greenhouse gas emissions (tCO2-e)	83806
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	0.30 tCO2e/m2
Reduction in carbon intensity since FY13:	27.00%
Total Non-Renewable Energy Consumption	602960
Total Net Fresh Water Consumption	744763
Recycling Rate (%)	46%
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	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 obsolete hotel linen and uniforms diverted from landfill in FY23	23 tonnes
Percentage of takeaway food packaging that's compostable	98%

Governance

Independent Chair	Yes
Director Independence	Yes
Board Independence	80% (i.e. 4 out of 5 Directors. Note: The Group Chief Executive Officer and Managing Director is an executive and therefore not independent)
Number of Board Subcommittees	4 (Audit Committee; Remuneration & People Committee; Risk & Compliance Committee; Safer Gambling, Governance and Ethics Committee)
Internal Audit Committee reporting directly to Board	Yes
Independence of Audit Committee	Yes
Independence of Remuneration and People Committee	Yes
Independence of Safer Gambling, Governance and Ethics Committee	Yes
Independence of Risk and Compliance Committee	Yes
Females on Governing Body	40% (i.e. 2 out of 5 Directors)
Safer Gambling Policy	Yes
Safer Gambling Training Program	Yes
Percentage of staff trained in Responsible Gambling	0.9954
Risk Assessments of all new Gambling Products/Services	Yes
Self-exclusion program	Yes
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	Yes
Anonymous and confidential whistleblowing helpline available	Yes
Procedures in place ensuring protection of whistleblowers	Yes
Material issues: Privacy and security	The Star has not suffered any 'eligible data breaches' (as defined in the Privacy Act 1988 (Cth)) during FY23 which arose from unauthorised access to The Star's technology systems
Materiality assessment conducted annually	Yes
RSA Compliance Program and training in place	Yes
Metrics receiving Limited Assurance by EY in 2023:	Energy consumption, carbon emissions (Scope 1 and Scope 2), recycling rate, water consumption, workforce diversity, employee safety, safer gambling welfare checks and self-exclusions
ESG reporting with reference to the GRI Sustainability Reporting Standards	Yes
Sustainability Strategy and Material Issues aligned to United Nations Sustainable Development Goals	Yes