



THE STAR ENTERTAINMENT GROUP
2022-23 GENDER PAY GAP EMPLOYER STATEMENT
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At **The Star Entertainment Group**, we actively promote, celebrate, and leverage the diversity of people, perspectives, and experiences to enhance our business performance.

Prioritising diversity and inclusion aligns with our business strategy and our values, **Build Memorable Connections, Own It, Lead with Integrity and Take Good Care**. These values exemplify our collective commitment to diversity and inclusion.

In accordance with the Workplace Gender Equality (WGEA) Act 2012, which aims to promote and improve gender equality in the workplace, we are pleased to share that during the 2022-23 WGEA Gender Equality compliance reporting, The Star reported an average total remuneration Gender Pay Gap (GPG) of **4.5%** vs **6.7%** the previous year and vs the national average of 21.7% and the industry-standard GPG of 5.3%.

We firmly advocate for the disclosure of the employer gender pay gap as a crucial step toward addressing and closing the gender pay disparity.

While The Star can be proud of the work that we have done so far, we remain committed to persisting in our efforts to achieve gender pay equity. Some of the factors which have helped us to reduce the gender pay gap in 2023 include:

- Increasing our female representation across Levels of Work 1-4 from 37.5% to 39.6% in the last 12 months – moving closer to our target of 45%.
- Improving the gender composition at the Group Leadership Team (GLT) and Board levels. As of July 2023, the Board composition sits at 43% compared to a target of 30%, and the GLT is now 50/50.
- Ensuring equal pay for those in like-for-like roles as part of our annual remuneration review process.
- The Star's Diversity and Inclusion and Balance@TheStar (The Star's employee network group) continued focus to create an equitable future.

If you would like to know more about the Workplace Gender Equality Act 2012 and the Gender Pay Gap, please visit [What is the gender pay gap? | WGEA](#)