

Environmental Policy

Policy Details

Policy Owner

Group Chief Risk Officer

Effective Date

29 March 2024

Last Review Date

29 March 2024

Next Review Date

29 March 2025

Approved by

TSEG Board

Document Control

Version

3.1

TABLE OF CONTENTS

01	Purpose and Scope	2
02	Policy Requirements	2
2.1	Guiding Principles	2
2.2	Environmental Management Governance	2
2.3	Environmental Risk Management	3
2.4	Reporting	3
03	Roles and Responsibilities	4
04	Breaches of this Policy	4
05	Definitions	5
06	Relevant Legislation and Regulations	5
07	Related Policies and Documentation	5
08	Feedback and Questions	5

01 Purpose and Scope

The Star Entertainment Group Limited (**TSEG**) is committed to reducing its environmental footprint and contributing to positive environmental outcomes through its operations and supply chain. TSEG acknowledges its responsibility to environmental protection and management and has commitments in place to improve efficiencies and reduce resource consumption from its operations.

The Environmental Policy (**Policy**) sets out the rules and guidelines relating to the management of environmental risks and impacts arising from TSEG's business activities.

This Policy applies to all TSEG Directors, Executives, Team Members, Contractors at all TSEG locations.

02 Policy Requirements

2.1 Guiding Principles

2.1.1 TSEG is committed to undertaking its operations in an environmentally responsible manner and effectively managing risks and activities that may lead to an impact on the environment.

2.1.2 The following principles should guide our Team Member's decision-making in relation to this Policy:

- **Accountability** – All Team Members and Leaders are accountable for ensuring their activities align with TSEG's Sustainability Strategy and Environmental Targets, and support TSEG's progress towards achieving these initiatives, where possible.
- **Cooperation** – All Team Members and Leaders are expected to cooperate in the management of environmental risks. All Team Members must monitor the continued effective installation and operation of environmental controls within the scope of their day-to-day work.
- **Consultation** – Team Members should consult and engage with the Sustainability Team when planning operations, projects, or activities that may have environmental impacts and/or refer to the [Sustainable Design and Operational Standards](#) where relevant.
- **Compliance** – TSEG will conduct its operations in accordance with relevant legislation and government policy and agreements. Team Members should engage with sustainability team to manage and report on environmental impacts as required.

2.2 Environmental Management Governance

2.2.1 Sustainability and environmental management at TSEG are overseen by the Board and the Safer Gambling, Governance and Ethics Committee, and is further supported by the Group Leadership Team (**GLT**).

2.2.2 TSEG maintains several working groups to support the delivery of efficiency projects, with a focus on ensuring that the Sustainability Strategy and environmental impact is being considered in project implementation.

2.3 Environmental Risk Management

2.3.1 TSEG manages environmental risks and their impacts arising from its business activities by demonstrating due diligence in provision of its services and management of its work activities in a manner that delivers continuous improvement in its environmental performance. This includes ongoing communication and increased awareness of environmental risks, active reporting of environmental performance and continuous learning from experiences.

2.3.2 Where operations may include an environmental risk, TSEG considers the management of those environmental risks and impacts by:

- Assessing likely environmental outcomes when making decisions to proceed with material capital or investment activities.
- Minimising pollution and managing potential environmental impacts resulting from its activities and promoting the efficient use, reuse, and recycling of resources.
- Progressively assessing its energy and water consumption to identify opportunities for improving the energy efficiency of its operations and reducing its carbon inventory.
- Building constructive and collaborative working relationships with the community, government, and other stakeholders regarding its environmental performance.
- Monitoring and reviewing its environmental performance and affirming publicly as part of its annual reporting process; and
- Communicating openly with the community, government, and other stakeholders regarding its environmental performance.

2.3.3 TSEG conducts an annual strategic planning process in developing its Sustainability Strategy.

2.3.4 TSEG's reports its activity in relation to Sustainability annually as part of its annual reporting process, which is reviewed and approved by the Board.

2.3.5 TSEG's sets Environmental Objectives and Targets which are reviewed by the Board and are expected to meet or exceed all relevant legal obligations in relation to energy, carbon emissions, water, and waste.

2.3.6 Environmental performance against Environmental Objectives and Targets are measured via TSEG's environmental management systems to enable identification of improvement opportunities and mitigation of any significant environmental impacts.

2.4 Reporting

2.4.1 The effectiveness of TSEG's environmental practices is continuously monitored and is regularly reviewed by GLT to ensure that environmental practices are aligned with the Sustainability Strategy.

2.4.2 TSEG provides reporting to a number of external reporting agencies as a core driver in engendering environmentally conscious business activities. TSEG has established clear accountabilities and responsibilities for the creation, review, and submission of those reports.

- 2.4.3 The Sustainability Team regularly engages with Business Units to inform them of their Sustainability obligations, and to encourage input from the business on suggestions and feedback on TSEG’s Sustainability practices and reporting obligations.
- 2.4.4 When required, the Third Line is engaged to support TSEG in conducting Limited Assurance over selected environmental metrics.

03 Roles and Responsibilities

Role	Responsibilities
Board of Directors and the Board’s Safer Gambling, Governance and Ethics Committee	<ul style="list-style-type: none"> • Provide oversight of environmental management processes and controls.
Group Leadership Team (GLT)	<ul style="list-style-type: none"> • Appropriately resource TSEG to enable it to fulfil its responsibilities under this policy and associated procedures.
Sustainability Team	<ul style="list-style-type: none"> • Identify improvement opportunities and advise on mitigations for any significant environmental impacts through the monitoring of Environmental Objectives and Targets via TSEG’s Environmental Management Systems. • Meet TSEG’s Environmental Reporting commitments. • Establish and monitor controls for environmental management across the organisation.
All Team Members and Contractors	<ul style="list-style-type: none"> • Escalate concerns or questions about environmental management practices to the Sustainability Team. • Adhere to responsibilities in relation to environmental management set out in our policies, procedures, and relevant legislation and regulations.

04 Breaches of this Policy

TSEG is committed to conducting its operations in a way that meets its commitments to regulators, guests, and the wider community. Non-conformance with a policy, including this policy, can pose a significant risk to TSEG, guests, and the wider community, potentially resulting in punitive measures against TSEG.

Team members who become aware of an actual or possible breach of this policy must follow the established protocols set out in the Incident and Breach Management Policy. The Incident and Breach Management Policy has strict timelines in place to satisfy regulatory requirements; if a team member has reason to believe that a breach may have occurred it is imperative that those protocols are followed expeditiously to avoid adverse consequences.

Non-conformance with this policy may also amount to a breach of TSEG’s Code of Conduct and values. Breaches of the Code of Conduct may result in disciplinary action, including termination of employment, fines, penalties, and potential prosecution.

05 Definitions

Term	Definition
Contractor	Means one of the following: <ul style="list-style-type: none"> • Independent contractors: self-employed individuals or are part of a proprietary company (ABN) usually engaged for project work and paid for results achieved. • Contingent workers: individuals engaged to ensure coverage or support for TSEG roles. For example, a contingent worker is in a role that is vacant, whilst the position is being recruited. • Consultants: individuals engaged to deliver set outcomes, provide advice or recommendations, and are usually paid on completion of milestones or deliverables. Procurement is to be engaged when considering using consultants to agree the terms and conditions with TSEG.
Environmental Objectives and Targets	Metrics that TSEG is targeting to reduce its environmental impacts. Refer to Annual Report for details on environmental objectives and targets.
Team Member	Means full-time, part-time and casual employee of TSEG.
Third Line	Means the Audit and Assurance Team. Refer to the Risk Management Framework for additional guidance.
TSEG	The Star Entertainment Group.

06 Relevant Legislation and Regulations

- National Greenhouse and Energy Reporting Act 2007
- Australian Packaging Covenant Organisation (APCO)
- ISO 14001
- Environmental Protection and Biodiversity Conversation Act 1999

07 Related Policies and Documentation

The following policies and documentation related to this policy can be found on TSEG’s intranet site:

- TSEG’s Annual Report
- Sustainable Design and Operational Standards
- Waste and Recycling Strategy 2021-2025

08 Feedback and Questions

Please contact the Sustainability Team for any questions relating to this policy.

THE STAR

Version	Amended by	Reason for change	Details of changes	Date
2.4	Board	Existing document	-	3 December 2020
3.0	Sustainability Team	Uplift of existing policy and adaptation into new template.	Uplift of existing policy and adaptation into new template.	12 March 2024
3.1	Group Compliance	Review of formatting	Minor correction to formatting	9 October 2024