



Health and Safety Policy

Policy Details

Policy Owner

Group Chief Risk Officer

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8 April 2025

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8 April 2025

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8 April 2026

Approved by

The Star Entertainment Group Board

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01 Purpose and Scope

The Health and Safety Policy (this **Policy**) sets out how we keep each other and our guests safe at The Star Entertainment Group (TSEG).

This Policy applies to all of TSEG's Workers which includes Team Members and Contingent Workers.

02 Policy Requirements

2.1 Principles

- 2.1.1 We care about your physical and psychological health and safety and believe in the principle that all work can and should be done safely.
- 2.1.2 TSEG is committed to ensuring all practicable measures have been taken to remove or reduce risks to the health and safety of its Workers and guests and anyone else who may be affected by our business or undertakings.
- 2.1.3 TSEG is committed to ensuring that it complies with the relevant Work Health and Safety Act, Regulations and Codes of Practices for the relevant States in which it is operating.
- 2.1.4 TSEG is guided by the following in striving to provide a safe and healthy Workplace:
 - Ensuring health and safety is integral to everything we do.
 - Providing a Workplace where risks to health and safety are appropriately managed by implementing practices that protect our Workers' psychological and physical health and safety.
 - Engaging and consulting with Workers and others affected by our business or undertakings to ensure hazards are identified and the risks associated with them removed or reduced to the greatest degree.
 - Creating a Workplace environment where Workers and others affected by our business or undertakings are encouraged and supported to raise health and safety issues and help reduce and manage them.
 - Promoting the importance of personal, active leadership by setting clear expectations and accountabilities across TSEG.
 - Embedding a safety culture at the core of our business, providing clear safety performance expectations via measurable targets and objectives, and demonstrating committed safety leadership in achieving them.

2.2 What We Expect of Our Workers

- 2.2.1 Maintain a healthy and safe Workplace by taking care of your own physical and psychological health and safety and the physical and psychological health and safety of others, including by identifying and raising health and safety issues.
- 2.2.2 Take a constructive, proactive, and collaborative approach in dispute resolutions and in seeking continuous improvements in work health and safety practices.
- 2.2.3 Ensure you understand and comply with all health and safety policies, standards, and procedures that apply to your work.

2.3 Review

- 2.3.1 This Policy has been endorsed by the Group Leadership Team (GLT) and approved by TSEG's Board of Directors.
- 2.3.2 TSEG will review this Policy annually, in consultation with Workers, by monitoring the effectiveness of our policies and procedures and reviewing our health and safety performance.



Date: 22 May 2025

Anne Ward
Chairman

03 Roles and Responsibilities

Specific responsibilities are defined by role and leadership position in Responsibilities, Authorities, and Accountability Procedure (as a part of TSEG's Safety Management System).

Role	Responsibilities
All TSEG Workers	<ul style="list-style-type: none"> • Take reasonable care for their own health and safety. • Take reasonable care that what they do, or what they do not do, does not adversely affect the health and safety of other people. • Comply (so far as they are reasonably able to) with any reasonable instruction, policy, or procedure for health or safety that has been communicated to them. • Engage in consultation to identify, assess and control hazards and the effectiveness of such controls. • Report all incidents, near misses and hazards immediately, no matter how trivial. • Understand their responsibilities under this Policy and promote continuous improvement by remaining up-to-date and compliant with relevant health and safety procedures and standards.

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.
Team Member	Means full-time, part-time and casual employee of TSEG.
TSEG	The Star Entertainment Group.
Worker	Means a person carrying out work in any capacity for TSEG, including as a Team Member or Contingent Worker.
Workplace	Means a place where work is carried out for TSEG and includes any place where a Team Member goes, or is likely to be, while at work, including: <ul style="list-style-type: none"> Any third-party site, and The place where a Team Member or Contingent Worker is working remotely.

06 Relevant Legislation and Regulations

- *Work Health and Safety Act 2011 (NSW)*
- *Work Health and Safety Act 2011 (QLD)*
- *Work Health and Safety Regulations 2017 (NSW)*
- *Work Health and Safety Regulations 2011 (QLD)*

07 Related Policies and Documentation

The following policies and documentation related to this policy can be found on TSEG's Intranet:

- Safety Management System Document Map
- Group Health and Safety Strategy
- Responsibilities, Authorities, and Accountability Procedure

08 Feedback and Questions

Please contact the Health and Safety Team for any questions relating to this Policy.

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Version	Amended by	Reason for change	Details of changes	Date
2.0	Kerryn Hurd (General Manager Health and Safety) and Policy Governance Team.	Refreshed as a part of Remediation Action Plan.	Existing policy transferred to new policy template, content updated.	10 January 2024
2.1	Group Compliance	Annual Review	No material changes - update to formatting, hyperlink fixes	8 April 2025