



**CROWN
RESORTS**

CROWN*Nability*

Action Plan 2018-2021



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Our CROWNability Action Plan

Crown Resorts is one of Australia's most significant private sector employers dedicated to creating an accessible and inclusive environment for our staff and patrons.

We are committed to being a leader in transforming perceptions of disability in our organisation and the broader community.

CROWNability is an employment program that ensures people with disability are given every opportunity to gain employment at Crown in the diverse range of roles available. The model is designed to match people's abilities to real jobs. We recognise the program is more than employment and our CROWNability Action Plan 2018 – 2021 is strategically focused on access and inclusion beyond employment.

The CROWNability program was launched in 2014 to support the employment, development and retention of people with disability at Crown. Working proactively with industry partners and stakeholders, our dedicated CROWNability team have placed over 200 candidates into diverse and meaningful careers.

Our CROWNability Action Plan shares the current achievements and future initiatives to be undertaken at Crown. Our goal is to create an accessible and inclusive environment for people with disability and for their colleagues in the workplace by building meaningful careers for one and all, as a disability confident organisation.

CROWNability Vision

Creating an experience of access and inclusion

Paidaishe – Apprentice Chef, Crown Perth

CROWNability Goals

- Increase the participation of people with disability in Crown through employment opportunities
- Build meaningful careers
- Build a disability confident organisation

CROWNability Achievements

- Finalist – National Employment Services Association Excellence Awards for Innovation, 2017
- atWork Australia Employer of the Year for Innovation, 2017
- National Employer of the Year OCTEC Employment Services, 2017
- Finalist – Australian Human Rights Commission Business Award acknowledging our practical and policy commitment to the promotion and advancement of human rights in the Australian community, 2016
- Finalist – Australian Human Resources Institute Graeme Innes AM Award for Disability Employment, 2015
- Gold Member Australian Network of Disability since 2015



Executive Chairman's Message

Crown recognises that providing productive and sustained employment opportunities for people with disability leads to real empowerment. Crown continues to invest in making our company a disability confident organisation with the goal of delivering an accessible and inclusive environment through our CROWNability program.

More than just an employment program, CROWNability aims to build careers and transform attitudes towards disability in our workplaces and the broader community. Our program has received significant external recognition, for which we are very proud. Crown Melbourne was awarded the National Employer of the Year 2017 Award from OCTEC Employment Services

for our commitment to inclusive employment. Crown Perth received the 2017 Employer of the Year Award for Innovation at the atWork Australia Awards. This Award recognises the CROWNability program for the innovative and unique way in which it ensures people with a disability are given every opportunity to gain employment at Crown in a diverse range of roles.

In addition, Crown Resorts was a finalist in the Australian Human Rights Commission Business Award, acknowledging our practical and policy commitment to the promotion and advancement of human rights in the Australian community.

With the launch of our CROWNability Action Plan, we will continue to challenge ourselves through the ambitious internal targets and goals we have set. A key element of our Plan includes the establishment of industry-wide initiatives to promote best practice in disability

employment, which will lead to the creation of jobs beyond Crown and have far greater community impact. Internally, we will continue to promote a culture of inclusion through our enhanced employee education programs, which cover accessibility and diversity.

I would like to thank our employees and management for developing our CROWNability Action Plan. Embracing and valuing diversity allows us to drive a culture which creates the best outcomes for our broad customer base. I commit Crown to meeting these new, more ambitious targets as we continue to work towards positive outcomes for people with disability, their families and our communities.

John Alexander
EXECUTIVE CHAIRMAN
CROWN RESORTS



Message from the Australian Network on Disability

positive outcomes for people with disability; to not only gain employment, but to thrive and prosper.

AND is pleased to see the commitment to deep engagement with your senior leaders across the organisation which will broaden the scope of Crown's work in access and inclusion for this four-year plan.

We appreciate the role that Crown plays as a Gold member of AND and your contribution to the wider employer community. Crown's leadership and commitment to access and inclusion has the power to influence many other businesses. We look forward to working closely with Crown to support your goals and to promote your achievements.

I commend Crown for your commitment to increasing access

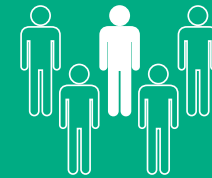
and inclusion for people with disability across your business and applaud your leadership in linking with other like-minded hospitality businesses to develop the Hospitality Disability Network.

Suzanne Colbert AM
CHIEF EXECUTIVE OFFICER





Caroline - Environmental Service Attendant, Crown Melbourne



Over 4 million people in Australia = 1 in 5

Australian Bureau of Statistics (ABS) 2016, 4430.0 - Survey of Disability, Ageing and Carers 2015.



2.1 million Australians of working age (15-64 years)

Australian Bureau of Statistics (ABS) 2016, 4430.0 - Survey of Disability, Ageing and Carers 2015.



In 2015, the median gross income for a person with disability aged 15 - 64 years was \$465 per week, less than half the \$950 per week income of a person without disability.

Australian Bureau of Statistics (ABS) 2016, 4430.0 - Survey of Disability, Ageing and Carers 2015.



384,000 Australians are blind or have low vision

Vision Australia estimate is based on ABS population data and ABS Survey of Disability Ageing and Carers 2016.



10% of Australians have dyslexia = > 2 million Australians

Australian Dyslexia Association Inc Queensland 2014, Dyslexia In Australia, viewed 24 February 2017.

Understanding Disability

Understanding is a critical part of making effective cultural change for people in our community, allowing our efforts to stay relevant.

Over four million people in Australia have a disability.¹ One in five people in Australia either have a disability, or are close to someone with disability.² They, and the wider community, may avoid businesses that are not accessible or disability friendly. Disability can be experienced as various types of impairments. It may result from an accident or illness, or a person may be born with disability due to hereditary or genetic disorders. Disability can happen at birth, or can occur with age.

Disability may be visible or hidden and may be permanent or temporary. It may have a minimal or significant impact on a person's everyday life.

Disability may affect:

- the way a person moves
- the way a person understands or communicates
- the way a person hears or speaks.

^{1,2}Australian Bureau of Statistics (ABS), 'Disability, Ageing and Carers, Australia: Summary of Findings, 2015', retrieved 20 October 2017, < <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4430.0>>.



CROWNability - The Story So Far

Since 2014, CROWNability has guided Crown's understanding of disability, as well as the role the organisation has to play in influencing our partners and stakeholders.

CROWNability goes beyond employment, to impact Crown's broader organisation and community.

Here are some highlights from our journey so far.



The CROWNability program has proven that disability is not a barrier to developing a career at Crown. During the last three years, Crown's workforce has been enhanced by the skills of people who have had assistance from, and participated in, the CROWNability program.

The diversity of roles at our resorts allows Crown to match a person's ability to real jobs. Our leading industry training helps to empower employees with opportunities to continue to progress their careers beyond their current roles.



Dianne – Storeperson, Crown Perth



Meet Ambassador Kurt Fearnley

TRANSFORMING OUR CULTURE WITH AN APPROACHABLE AND POWERFUL MESSAGE

Three-time Paralympic Gold Medallist and former NSW Young Australian of the Year, Kurt Fearnley became the Disability Employment Ambassador for CROWNability in 2015. Kurt was born without the lower portion of his spine, although it never held him back from extraordinary achievements in the sports arena. He has completed numerous adventure challenges world-wide.

As the CROWNability ambassador, Kurt regularly presents at Crown events and forums with an approachable and powerful message. He engages our team in the value of looking to see the capabilities of a person 'before being scared off,' as Kurt says, by any predispositions about disability.

“Compared to other countries, Australia has a low level of opportunity and participation in the workplace of people with disability. It’s great to see an organisation like Crown take control and really focus and thrive in creating genuine opportunities for people of all abilities.

From an initial 45 employees with a disability when I became ambassador in 2015, Crown now has over 200 working in meaningful roles.”

Kurt Fearnley
CROWNability AMBASSADOR



Our Model for Increased Participation

MATCHING ABILITIES TO REAL JOBS

In 2014, Crown adopted a leading model to increase employment opportunities for individuals living and working with disability. The model works to match the diversity of our positions with the diversity of our candidates.

The CROWNability team work with industry and the community to promote vacancies and opportunities for people with disability. We have an important responsibility to engage and educate our employees beyond the recruitment process in order to encourage disability confidence. Since launching CROWNability, we have provided job opportunities for more than 200 people with disability maintaining a 70% retention rate.



Our model is built on five important elements to find the right job fit, and maintain suitable job outcomes at Crown:

Providers

Disability employment service providers working in partnership with Crown to refer potential talent.

Pre-employment

Working together with disability employment providers to prepare candidates for the job application and recruitment process to ensure job readiness.

Recruitment

Working internally with the Crown recruitment team to provide a fair and inclusive environment and experience for the candidates.

Post-placement support

Providing ongoing support and contact with new employees and their managers

Community

Working with our community to increase awareness to promote and provide additional support for CROWNability.

Kyle - Waitperson, Crown Melbourne

My Story

Elais – First Year Apprentice Chef (San Antone and Cotta), Crown Melbourne

“Growing up my Dad owned a pizza shop. I became very passionate about cooking from watching my parents make pizzas. I originally began an apprenticeship as a metal fabricator working 40-50 hour weeks, but kept a restaurant job on top of that, as it was what I most wanted to do. I’m now a few months into my Chef Apprenticeship, my Head Chef has named me ‘Parma King’ as I’ve made so many when we have been busy.

I love working at Crown as it’s like being part of a big family. Everyone is friendly – I can approach anyone and start an engaging conversation. CROWNability has been a great support. I was unwell a few months into my apprenticeship and my teachers helped support me during that time to get into my training. I hope to one day be an Executive Chef at Crown – I’m not sure what cuisine, but I’m really enjoying the Western styles I’ve been preparing.”

Developing Meaningful Careers

OUR DEDICATED TEAM, PARTNERSHIPS AND INITIATIVES

The CROWNability program is committed to changing people’s lives. We recognise that attracting, retaining and developing people is important in building a diverse and inclusive workforce.

CROWNability is operated by a dedicated team across our two Australian resorts. The team work on a case-by-case basis to match individuals with real jobs that complement their experience and abilities. Together with our post-placement support strategy, our workplace adjustment policy and procedure ensures that employees are supported in developing a meaningful, long-term career.

CROWNability has engaged industry partners including employment service providers and industry groups to attract talent to vacancies at Crown. In-house tours enable a valuable opportunity for employment consultants to gain insight into our organisation and to better understand the 700 different roles within Crown. The diverse employment opportunities within the organisation are a significant factor in allowing us to continue to expand CROWNability.

We are also working with select universities in Melbourne and Perth to attract people with disabilities to more senior roles within the organisation.



My Story

Keenan – Recreation Attendant,
Crown Perth

Keenan responded to a job vacancy advertisement at Crown. His experience teaching swimming made him an excellent candidate to become a Recreation Attendant, assisting customers at the Crown Metropol Perth pool.

“I have a very blessed job at Crown. It feels like the opposite of work, almost. My position includes watching over the Crown Metropol Perth pool area – supervising the pool and slides, providing towels for guests, and looking after their food and beverage orders. In winter there are different roles available – like working as a storeman and as a bar attendant, looking after glassware.

I love learning; my job here helps increase my communication skills especially being able to work with a variety of people and guests. I’d like to make a career from helping people in need and the skills I am gaining at Crown will help me to do this.”



Building an Inclusive, Disability Confident Organisation

DEVELOPING DISABILITY CONFIDENCE THROUGH AWARENESS AND EDUCATION

Crown is fully committed to the CROWNability program. With Crown’s vision of access and inclusion in mind our aspiration is to change the misconceptions about people with disability by focusing on awareness and education. Significant progress has been made to train and develop staff throughout the business, demonstrating a recruitment focus on ability, rather than a person’s disability. Crown’s supervisors and managers are provided with the opportunity to participate in Disability Confidence Training and staff are required to complete our online CROWNability Awareness module.

Our training programs aim to assist Crown employees to gain a stronger

understanding of working with disability as well as the benefits of the CROWNability program, while encouraging positive attitudes towards people with disability. Annually, on December 3 we acknowledge International Day of People with Disability, which is a United Nations sanctioned day that is celebrated internationally. The day ‘aims to increase public awareness, understanding and acceptance of people with disability and celebrate the achievements and contributions of people with disability,’ (International Day of People with Disability, 2017). Events are held across Crown Resorts properties to raise awareness about our commitment to living and working with people with disability.



My Story

**Sarah – Food & Beverage Attendant,
Crown Melbourne**

Aspiring Graphic Designer, Sarah Trewavis is enjoying her current role at Crown as a Food & Beverage Attendant. Her career aim is to progress into a role within Marketing to complement her university degree. Since discovering the CROWNability program, Sarah's optimism of growing her career at Crown has increased significantly.

“CROWNability is helping me to boost my confidence again and I'm always reminded that I can get back into graphic design. The program is helping me apply for new roles at Crown as well as talking to management about how I can be supported further in achieving my long-term goals.”

**Rachel – Riverside Restaurant Manager
(Sarah's Manager)**

“Sarah is a great all-rounder. She is always helpful at training new members of the team, knows many of our customers and remembers their order preferences. Her exceptional lip-reading abilities are a real asset in our environment, which can be very loud. We've been working with CROWNability to help support Sarah into an office-based position to pursue her marketing aspirations.”

Raising the Industry Standards

CROWN'S PIONEERING INITIATIVES, LIKE THE HOSPITALITY DISABILITY NETWORK, ARE IMPROVING STANDARDS ACROSS THE BROADER INDUSTRY

The Hospitality Disability Network pilot was initiated by Crown in 2016 to link like-minded hospitality businesses in Western Australia with the aim to create more job opportunities for people living and working with disability.

The Hospitality Disability Network is now well advanced with the support and inclusion of several businesses within the hospitality industry, as well as three appointed Disability Employment Services providers.

The objective of the Hospitality Disability Network is to implement

a collaborative strategy with the goal of making a significant contribution to the employment and career development of people with disability. As a collective group, the Hospitality Disability Network aims to raise the standards of the industry to ensure that people with disability are treated with dignity and equal opportunity in employment. To increase the participation of people with disability into employment we have developed pre-employment programs across both properties.

My Story

Nathan - IT Operations, Crown Perth

Nathan has been working in Perth as an IT Operations Officer since April 2016. Nathan's life was changed instantly when he became a left leg trans-tibial amputee as a result of an accident. The lengthy recovery time resulted in Nathan becoming unemployed, with nowhere to live and with little help available. Through CROWNability he commenced a positive new pathway.

"Crown is a place virtually everyone in Perth would have visited at one time or other. As a customer, it seemed like there was a great energy amongst staff and I decided I wanted to be a part of it. I looked up the CROWNability program online, then came to the venue and asked to meet with the team. I was never going to accept "no" for an answer. CROWNability was great and Crown did a lot to match my skills to a role."

Brody - IT Operations (Nathan's Manager)

"Nathan was a great fit for his position from the onset. The CROWNability program served as a helpful reference for me as a manager, particularly for aspects of safety as the IT Operations role can be physically demanding."



CROWNability The Next Chapter

2018-2021 ACTION PLAN

We realise there is much more we can do to transform perceptions of disability and provide meaningful employment within Crown and beyond. In pursuit of constant improvement, Crown participated in the Australian Network on Disability Access and Inclusion Index 2016/2017, which is a comprehensive tool for Australian Network on Disability members to assess their level of maturity with regard to access and inclusion for customers and employees with disability.

This tool also provided Crown with deep insight into our current organisational disability confidence and allows us to monitor our progress in

increasing access and inclusion organisation-wide. The key findings from the 2016/2017 Index form the basis of the key goals in this CROWNability Action Plan for the period of 2018 – 2021.

The areas our new access and inclusion strategy will address are:

- Organisational Commitment
- Premises
- Suppliers and Partners
- Information Communication Technology (ICT)
- Learning and Development
- Communication and Marketing
- Recruitment and Selection
- Workplace Adjustments



Action Plan 2018-2021

1. Commitment

AIM: We will commit to best practice on access and inclusion for people with disability.

ACTION	RESPONSIBILITY	TIMELINE
1.1 We will formally appoint a senior Disability Champion who is active and influential at all levels.	• Executive General Manager Human Resources	2018
1.2 We will identify and appoint leaders in each key area of the organisation who are responsible for the development and implementation of accessible policies, procedures and guidelines.	• CROWNability Group Manager	2018
1.3 We will conduct an annual survey of employees to gain insight into their level of satisfaction and compare responses of employees with and without disability.	• CROWNability Group Manager	Annual
1.4 We will maintain an active and influential group of employees, the CROWNability Steering Committee, who progress access and inclusion within our organisation.	• Executive General Manager Human Resources • CROWNability Group Manager	Annual
1.5 We will establish an employee reference group who progress access and inclusion for people with disability.	• CROWNability Group Manager	2020
1.6 We will set employment targets each financial year to increase the representation of people with disability employed at Crown.	• CROWNability Group Manager	Annual targets
1.7 We will commit to advancing and progressing employment for people with disability within the hospitality and tourism industry via the Hospitality Disability Network.	• CROWNability Group Manager	Ongoing
1.8 We will commit to provide training opportunities for employees to become disability confident.	• CROWNability Group Manager	Ongoing
1.9 We will commit to providing an inclusive environment within our business areas to enable the employment and advancement of the careers of people with disability.	• Executive Teams	Ongoing

2. Premises

AIM: We commit to work towards improving all our premises to be inclusive and accessible.

ACTION	RESPONSIBILITY	TIMELINE
2.1 We will ensure that all new buildings and design refurbishments are compliant with the Disability Discrimination Act (DDA) requirements and Building Code of Australia (BCA) standards.	• General Manager Property Services Melbourne & Perth	Ongoing
2.2 We will review our inventory, audit buildings, and develop a plan to ensure ongoing compliance with legislation and guidelines.	• General Manager Construction & Development Crown Melbourne	Annual
2.3 We will include a consultation and feedback process with internal stakeholders on all new plant and equipment to ensure dignified access.	• General Manager Design & Construction Crown Perth	Ongoing

3. Suppliers and Partners

AIM: We embed accessibility and inclusion into our procurement practices.

ACTION	RESPONSIBILITY	TIMELINE
3.1 We will embed accessibility and inclusion into our procurement practices through the implementation of formal policy and processes.	• Group General Manager Procurement & Supply • CROWNability Group Manager	2018
3.2 We will incorporate our commitment to access and inclusion into our procurement policy and demonstrate best practice to our suppliers and partners.		2018
3.3 We will develop guidelines and processes to ensure products and services procured by our organisation are accessible for people with disability.		2019
3.4 We will factor in access and inclusion with our procurement selection process.		2019



4. Information and Communication Technology (ICT)

AIM: Our ICT is accessible for people with disability

ACTION	RESPONSIBILITY	TIMELINE
4.1 We will implement a formal process for scoping access requirements and the impact of ICT purchases and upgrades.	<ul style="list-style-type: none"> Group Chief Information Officer General Manager Corporate IT Services Chief Operating Officer - Crown Digital Group General Manager Enterprise Reporting 	2018
4.2 We will develop a formal policy that states our commitment to ensure information and communication technology is accessible and inclusive to employees and customers.		2019
4.3 We will implement a formal process aiming to ensure any new internally developed software and applications are accessible for people with disability.		2019 onwards
4.4 We will develop a plan to review digital products and to optimise and reduce barriers to internal and external audiences with disability in line with WCAG 2.0 AA or higher.		2019

5. Learning and Development

AIM: We are committed to providing equal learning and development opportunities for employees with disability.

ACTION	RESPONSIBILITY	TIMELINE
5.1 We will implement formal written policy and procedure to ensure training is accessible and inclusive and that all requests for adjustments are considered.	<ul style="list-style-type: none"> Group General Manager Learning & Development CROWNability Group Manager 	2019
5.2 We will provide learning opportunities to employees to effectively communicate with people with disability.		2019
5.3 We will survey employees to gather information and feedback on career progression and use this to influence policy and procedure.		2019 onwards
5.4 We will develop pre-employment programs for people with disability to increase career opportunity.		3 per year



Brett - Environmental Service Attendant, Crown Melbourne

6. Communication and Marketing

AIM: Our communication and marketing channels are accessible to people with disability.

ACTION	RESPONSIBILITY	TIMELINE
6.1 We will develop an accessibility checklist for all offers and promotions.	<ul style="list-style-type: none"> Chief Marketing Officer General Manager Marketing Perth General Manager Marketing Melbourne 	2018
6.2 We will provide training to employees working in communication and marketing to develop accessible materials.		2019
6.3 We will develop a formal policy and process that sets out our commitment to ensure accessibility requirements are met throughout the organisation's communication and marketing.		2019
6.4 We will conduct consumer surveys to gather feedback on inclusive and accessible marketing and advertising.		2020
6.5 We will factor in access and inclusion practices with suppliers and partners (media and brand agencies).		Ongoing

7. Recruitment and Selection

AIM: We attract and recruit people with disability.

ACTION	RESPONSIBILITY	TIMELINE
7.1 We will actively encourage people with disability to apply for positions through provider partnerships and networks.	<ul style="list-style-type: none"> CROWNability Group Manager CROWNability Program Manager 	2018
7.2 We monitor and review our formal written policy and procedure to ensure accessible and inclusive process for the recruitment and selection of people with disability.	<ul style="list-style-type: none"> Executive General Manager Human Resources 	2019
7.3 We will provide ongoing training to our recruitment team so they are confident recruiting people with disability.	<ul style="list-style-type: none"> CROWNability Group Manager CROWNability Program Manager 	Ongoing
7.4 We will seek feedback from candidates and employees about the accessibility of our recruitment and selection processes and use this to inform policy and procedure.	<ul style="list-style-type: none"> Recruitment Manager Melbourne Recruitment Team Leaders Perth 	Ongoing

8. Workplace Adjustments

AIM: We will anticipate making necessary adjustments to meet the needs of people with disability.

ACTION	RESPONSIBILITY	TIMELINE
8.1 We will collect data on the approval process, implementation timeframes and management of workplace adjustment requests and requirements.	<ul style="list-style-type: none"> Group Manager Health & Safety CROWNability Group Manager 	2019
8.2 We will develop a career passport initiative to encourage and facilitate the career progression of employees with disability.		2021

9. Tracking Progress and Reporting

AIM: We will track and report our progress

ACTION	RESPONSIBILITY	TIMELINE
9.1 We will set sustainable employment targets FY18 – 190, FY19 – 238, FY20 – 286, FY21 – 334.	<ul style="list-style-type: none"> Executive General Manager Human Resources CROWNability Group Manager 	June annually
9.2 We will submit biannual reports to Crown's Corporate Social Responsibility Board committee.	<ul style="list-style-type: none"> Executive General Manager Human Resources CROWNability Group Manager CROWNability Steering Committee 	Biannual
9.3 We will review the CROWNability Action Plan every four years with input from internal and external stakeholders.	<ul style="list-style-type: none"> Executive General Manager Human Resources CROWNability Group Manager CROWNability Steering Committee 	2021
9.4 We will promote the CROWNability Action Plan through employee communications, publish it online, and make hard copies available through key communication channels.	<ul style="list-style-type: none"> Executive General Manager Human Resources CROWNability Group Manager Human Resources Teams – Melbourne and Perth 	Ongoing

About Crown Resorts

Crown is a leading provider of world class luxury resorts and entertainment facilities, with properties and investments in Melbourne, Perth and London.

Crown is globally renowned for its luxury accommodation, quality dining, and world class gaming and entertainment facilities.

CROWN'S ECONOMIC AND EMPLOYMENT CONTRIBUTION

Attracting 31 million visits per year and providing employment for more than 15,600 Australians, Crown makes an estimated contribution of \$4.5 billion to the Australian economy². Crown's commitment to learning and development in the hospitality and tourism industries includes a \$12 million investment in Crown College - our dedicated training facilities at Crown Melbourne

and Crown Perth. To date, Crown College has awarded approximately 8,250 apprentices and trainees with nationally-accredited qualifications, and in 2017 we provided over 370,000 hours of training for employees in our Perth and Melbourne resorts. As testament to Crown's commitment to employees and their ongoing training, Crown Melbourne and Crown Perth have been consistently recognised as leading employers winning a number of state awards. Most recently, Crown won its third Australian Employer of the Year Award at the Australian Government Training Awards. Crown has been honoured with this award three times in seven years - an achievement not realised by any organisation in the history of the awards.

²Estimate provided by ACIL Allen Consulting in 2015.

All information contained herein is current as at the date of publication



CROWN*ability*

Action Plan 2018-2021

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