

Employer Statement

Our Commitment

As one of Australia's largest hospitality employers, Crown Resorts is committed to tackling gender inequality head-on. Our strategic vision is to be a beacon of excellence for integrated resorts, delighting our guests, instilling pride in our team, and supporting our communities. We believe the diversity of our 23,000 team members is our strength, and we owe it to them and our broader communities to foster a culture of equity and equality where every team member can thrive.

True change takes collective action, and we believe gender equality is everyone's responsibility.

Our ambition is to ensure we have pay parity across our business to ultimately eliminate any gender pay gap.

Over the past 12 months, we have implemented significant improvements, however we acknowledge more work is required to achieve this goal.

Pay Equity and Transparency

In the last year, we have made considerable improvements and refreshed our Reward Strategy, as well as conducting a comprehensive process to review gender pay equity on an annual basis. This work lays the foundations to ensure team members in the same job and location are paid fairly, regardless of gender or sexuality, while taking into account the requirements of the role.

We are also committed to the transparency of our reward practices and policies and work to achieve this by being open and honest through communications, engagement and education to our salaried workforce and leaders.

Gender Pay Gap

Crown participates in the Workplace Gender Equality Agency (WGEA) reporting, and for the 2022-2023 year, our median total remuneration Gender Pay Gap is 5.3% in favour of men, representing a 0.3 percentage point reduction on the prior year. Comparatively, the median total remuneration Gender Pay Gap for our industry is 4.3%.

Our Gender Pay Gap is largely driven by lower female participation in senior leadership (35%) and roles traditionally dominated by men in the industry.

Crown operates in a 24/7 environment and as such, approximately one third of our workforce occupies rostered roles. These roles involve weekend shift work and extended hours, which may be less appealing to individuals who have carer and parental responsibilities.

Our action

Crown is continuing to develop and reset its Gender Action Plan to reflect our ambition and the steps we commit to taking to achieve it.

This plan prioritises:

- targeted programs aimed at increasing the representation of women in senior roles
- nurturing future female leaders through the talent pipeline

- continued enhancement of flexible work practices
- Implement initiatives to promote Crown as an 'Employer of Choice' for all, irrespective of gender.
- further our work ensuring pay parity
- Continued focus on building staff confidence in reporting unacceptable behaviour

We are also committed to supporting community organisations to drive societal change providing monetary and in-kind support through the Crown Resorts Foundation.