



## Crown Resorts Employer Statement on Gender Equality 2025

### Our Commitment

As one of Australia's largest hospitality employers, Crown Resorts is committed to building a workplace where women and men are equally represented, valued and rewarded. We operate in a complex, 24/7 environment and recognise that a diverse and inclusive workforce is essential to delivering positive experiences for our guests, our team, and our communities.

We are committed to cultivating a workplace culture where every team member is respected, feels safe, and has equitable access to opportunities, development and reward. As part of this commitment, we are transparent about our gender pay gap and the actions we are taking to address this gap.

### Our gender pay gap and workforce profile

For the 2023-24 WGEA reporting period, Crown's median total remuneration gender pay gap was 6.3% in favour of men. This reflects the difference in median pay between male and female team members across the organisation, without accounting for variations in role types, seniority or hours worked.

Women represent 44% of Crown's workforce, with men representing 56%.

Crown's gender pay gap remains lower than the national median and is steady compared to the previous reporting year. We do acknowledge that it sits above the WGEA neutral range (+/- 5%) and that continued effort is required to address the underlying factors contributing to this result.

### Key factors influencing Crown's gender pay gap

Crown recognises that our gender pay gap is driven primarily by structural and representation considerations.

Key contributing factors include:

- Representation across leadership levels: Men tend to be overrepresented in higher-paying and senior leadership roles, while women are more represented in lower-paying roles.

- Role mix and workforce composition (occupational segregation): In hospitality environments, different roles (including operational, technical, corporate and revenue-generating roles) can have different pay ranges and progression pathways.
- Work patterns inherent to a 24/7 operation: Rostered work, weekend and evening shifts, extended hours and allowances can influence both career pathways and total remuneration outcomes.
- Caring and parental responsibilities: we're aware that participation and progression to seniority may be affected.

These drivers inform our focus on growing women's representation across the leadership pipeline and building a respectful, safe culture that supports retention and career progression, especially for women.

### Our Actions

Crown remains committed to strengthening its policies, practices, and governance to drive gender equality and pay equity across the organisation.

Our Gender Action Plan 2025–2028 is the foundation of this commitment and aligns closely with the WGEA Gender Equality Indicators.

Through this plan, we are addressing the structural drivers of the gender pay gap while maintaining operational integrity within our complex, 24/7 business environment.

Key initiatives include:

- Expanding female representation in underrepresented areas and senior leadership through targeted programs and inclusive hiring practices.
- Continuing to ensure pay parity across all levels of the organisation.
- Building confidence in reporting unacceptable behaviour, through our Respect@Work action plan.
- Empowering women through Employee Resource Groups and Executive Sponsorship to create meaningful opportunities for voice, connection, and influence.

### Looking ahead

Crown acknowledges it requires sustained effort, accountability and continuous improvement to close the gender pay gap. We remain committed to ongoing analysis of our workforce data, transparent reporting, and targeted action aligned with WGEA's Gender Equality Indicators.

Through our Gender Action Plan and continued leadership focus, we aim to strengthen gender representation, improve workplace safety and inclusion, and make meaningful progress toward gender equality across Crown Resorts.