

## Crown Resorts WGEA Employer Statement 2024

### **Our Commitment**

As one of Australia's largest hospitality employers, we are committed to promoting and enhancing gender equality within our organisation. We work together to be the ultimate entertainment destination in the cities we operate while delighting our guests, instilling pride in our team, and supporting our communities. We believe the diversity of our large workforce is a key strength in achieving this vision, and we are dedicated to cultivating an inclusive culture where every team member is valued, empowered and provided with equal opportunities to succeed.

As part of our ongoing commitment to gender equality, we are transparent about the Gender Pay Gap within our organisation. We recognise the importance of addressing this and are actively working towards closing the gap. Through regular assessments, data-driven strategies and targeted initiatives, we aim to ensure fair and equitable remuneration for all team members regardless of gender, with a strong focus on achieving pay equity.

### **Gender Pay Gap**

To support our efforts in addressing the gender pay gap, we align with the [Workplace Gender Equality Agency](#) (WGEA), an Australian government statutory agency, that promotes and monitors gender equality in workplaces. We report our gender pay data to WGEA, ensuring transparency and accountability in our approach.

WGEA Gender Pay Gap (GPG) is calculated as the difference in the actual earnings between men and women in the workplace and is not the measure of equal pay for equal work (i.e., like-for-like roles). Pay parity for like-for-like roles is reviewed as part of Crown's reward strategy and its commitment to promote equity and fairness for all team members, regardless of gender.

For the 2023-24 WGEA reporting period, our 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 the variations in role types or levels. The result is an increase of 1% compared to the previous reporting period of 2022-23. Our Gender Pay Gap is higher than the 4.3% median total remuneration gap observed in our comparable industry, and it remains significantly lower than the national median gender pay gap of 19%. We acknowledge the increase in our gender pay gap and recognise the importance of addressing the underlying factors contributing to this, particularly the lower representation of women in leadership roles and in traditionally male-dominated positions in industries that attract relatively higher pay. The Gender Pay Gap in any organisation is not acceptable and we are dedicated to creating meaningful change to close this gap here at Crown.

Last year, we underwent a significant operational redesign which changed the composition of our workforce which has contributed to the Gender Pay Gap. To address this, we plan to take action by conducting regular audits and will implement gender-focused reviews to ensure discrepancies are identified and corrected.

Additionally, Crown operates in a 24/7 environment with most of our workforce in rostered roles. These roles involve weekend shift work and extended hours, which may be less appealing to team members with carer and parental responsibilities. This work environment can impact the career pathways that people select to pursue, and this can impact the gender profile of our business. We are committed to continuously reviewing our policies and practices to build a workplace that embraces diversity and respect, while focusing on a positive and empowering environment for our team.

### **Our Action**

We will focus our effort on introducing a Gender Action Plan (2025-2028) at Crown, aligned with the [six WGEA Gender Equality Indicators](#), to foster an inclusive workplace culture.

The plan prioritises deeper analysis of our data to better understand and embed diversity and inclusion initiatives to improve employment conditions for those with parenting and caring responsibilities. This aims to encourage more women to participate in the workforce, which directly impacts our Gender Pay Gap.