



Crown Resorts Limited

Diversity and Inclusion Policy

Crown Resorts Limited ACN 125 709 953
A public company limited by shares

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1. Background

1.1. What Diversity means to Crown

Diversity is the variety of differences in people who make up our employee base and our Board, and we strive for inclusion regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

1.2. Corporate Benefits Arising from Employee and Board Diversity

Crown understands that diversity is an economic driver of competitiveness for companies, contributing to business success and shareholder value.

Some of the generally accepted corporate benefits arising from employee and Board diversity include better financial performance and improved workforce participation.

In addition, the promotion of diversity broadens the pool for recruitment of high quality employees and board members, enhances employee retention, encourages greater innovation and improves our corporate image and reputation.

1.3. Our Commitment

Crown is committed to creating an environment in which equity, diversity and inclusion are recognised as being essential to the high performance of Crown and incorporated into Crown's day to day business.

2. Framework for Embracing Diversity

2.1. Development of Corporate Culture

This commitment to diversity and inclusion aligns with Crown's purpose and values: we do the right thing, we act respectfully, we are passionate, we work together.

Crown seeks to promote an environment of equity, diversity and inclusion by adhering to some key principles including:

- (a) Taking steps to attract and retain well qualified employees, senior management and Board members from a deep talent pool;
- (b) Eliminating artificial, unfair and inappropriate barriers to workplace and Board participation and facilitating equal employment opportunities based on merit, performance and potential;
- (c) Zero tolerance for inappropriate workplace behaviours including discrimination and harassment;
- (d) Providing the opportunity for workplace flexibility when meeting business requirements; and
- (e) Creating an inclusive workplace culture, recognising that people are different and valuing those differences.

2.2. Selection Processes and Recruitment

Crown policy requires that all positions at Crown are filled on the basis of merit. This means that applicants for positions for which a formal recruitment process is undertaken will be assessed on the basis of the competencies they possess in relation to the requirements of the job. Merit based selection ensures the opportunity exists for all applicants for such positions to demonstrate their competencies for the position being offered.

At operational level, Crown recognises the importance of having a diverse workforce. Crown encourages people from all backgrounds to apply to work at Crown and to apply for promotion opportunities once employed by Crown.

All employees involved in recruitment and selection are trained in their responsibilities as an Equal Employment Opportunity (EEO) employer and undergo unconscious bias training.

Crown's Gender Action Plan outlines the commitment to ensuring diverse selection pools and interview panels.

Recruitment agencies who may be engaged by Crown from time to time are required to adhere to Crown's EEO policies and to recommend a diverse pool of candidates to Crown for consideration.

2.3. Training and Development

Crown encourages the personal development of its employees and offers extensive training and development programs which seek to develop technical skills, people management and leadership skills.

Online learning is increasingly being offered so as to enhance access opportunities to all employees.

At operational level, English and English as a second language classes are offered for employees who would like to improve their spoken, written or oral comprehension skills in English.

Managers and supervisors receive training around EEO obligations and the advantages of a diversity aware workforce. All employees also receive EEO Awareness training.

2.4. Talent Management

Crown offers targeted development programs relating to career advancement including programs which develop skills and experience that prepare employees for senior management positions.

As part of its talent management program, Crown also works with high potential employees to formulate targeted development plans to address identified knowledge, skills and experience gaps that may prevent them from moving into more senior positions. A focus on high potential employees is critical in building the pool and pipeline of future leaders.

Tailored mentoring and coaching programs, involving another Crown Senior Executive or external specialist coaches are available to Crown employees.

2.5. Flexibility

Crown's wholly owned businesses operate 24 hours a day, 7 days a week and in a highly competitive service industry requiring employees to demonstrate a commitment to service excellence.

All permanent employees of Crown are offered equitable conditions of service and a range of benefits such as onsite dining facilities providing free meals to employees during their shift, uniform laundering and repair services and, in some cases, an onsite gymnasium. Progress in flexibility offerings has been made over recent years, including enhanced flexible leave options and flexibility in working arrangements.

Crown believes the need to balance work and life requirements is important. Crown has established a number of policies and programs under the direction of the Gender Equity Executive Steering Committee to assist employees to achieve this. Parental Leave Policies have been revised and family leave entitlements outline the leave arrangements available to assist employees to balance their work and family responsibilities.

3. Gender Diversity – Measureable Objective

Crown has reported its gender diversity objectives in its Annual Report since 2012.

In addition, the first Crown Resorts Gender Action Plan was published in 2019 with targets in the areas of Recruitment and Promotion, Retention and Development, Flexibility, Cultural Change and Communication and an intersectionality focus.

4. Review of Policy

Crown will review this Policy as required from time to time to ensure it continues to be appropriate for Crown and its businesses and to ensure that it is operating effectively.

Crown Resorts Limited
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