



Crown Resorts Limited

Human Rights Policy

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

Table of contents

page

1.	Background	1
1.1.	Corporate responsibility at Crown.....	1
1.2.	Human rights at Crown.....	1
2.	Statement of Crown policy	1
2.1.	Key Commitment.....	1
2.2.	Who is Covered by this Policy.....	1
3.	Crown’s key human rights issues and commitments	2
3.1.	Labour rights.....	2
3.2.	Health and safety.....	2
3.3.	Equality and discrimination	3
3.4.	Indigenous rights	3
4.	Human Rights Due Diligence.....	3
4.1.	Identification and Assessment.....	3
4.2.	Effective Integration	4
4.3.	Communications.....	4
5.	Grievance mechanism and remediation.....	4
6.	Review of Policy	4

1. Background

1.1. Corporate responsibility at Crown

Crown has an integrated approach to corporate responsibility with initiatives focused on environmental sustainability, indigenous employment, disability employment, gender equity, diversity and inclusion and community. As a major contributor to Australia's tourism and entertainment sector, Crown is a significant employer. Crown is committed to understanding and acting on the impact on people of our business activities and supply chain.

In developing this Policy, Crown has worked with independent human rights subject matter experts to understand its salient human rights risks.

1.2. Human rights at Crown

Crown believes human rights apply to everyone. We understand human rights by reference to minimum international standards.

For Crown, human rights include the core internationally recognised human rights as contained in the International Bill of Human Rights (consisting of the *Universal Declaration of Human Rights* and the main instruments through which it has been codified: the *International Covenant on Civil and Political Rights* and the *International Covenant on Economic, Social and Cultural Rights*), coupled with the principles concerning fundamental rights in the eight International Labour Organization core conventions as set out in the *Declaration on Fundamental Principles and Rights at Work*.

Crown acknowledges its responsibility to identify and address modern slavery practices as defined in the *Modern Slavery Act 2018* (Cth). Crown also recognises that respect for human rights is connected with other enabling factors, including preventing bribery and corruption, compliance with anti-money laundering and counter-terrorism financing obligations and operating sustainably.

2. Statement of Crown policy

2.1. Key Commitment

Crown is committed to respecting human rights in accordance with the *United Nations Guiding Principles on Business and Human Rights*. Crown acknowledges its obligation to prevent or mitigate adverse human rights impacts in its operations and supply chain and remediate where harm is caused.

2.2. Who is Covered by this Policy

This Policy applies to everyone who works for Crown's Australian Resorts, including directors, officers, employees, contractors, consultants, agents and third parties who work for, or with, Crown's Australian Resorts.

3. Crown's key human rights issues and commitments

Crown undertook a review, with the support of independent human rights subject matter experts, to understand its salient human rights issues. Through this review, Crown identified four human rights issues where Crown believes it can mitigate risks, prevent harm or support better outcomes for its stakeholders. Recognising Crown's responsibility to respect all human rights, the particular areas identified are: labour rights, health and safety, equality and discrimination and indigenous rights.

3.1. Labour rights

Crown is committed to respecting labour rights in both its operations and supply chain.

Crown is a significant employer with an extensive supply chain. As a business, the relationship Crown has with employees, contractors and suppliers is of paramount importance.

Focus

- *Protecting our people. Crown is committed to protecting its direct employees by ensuring that the fundamental labour principles and rights at work are met. Crown is committed to identifying those vulnerabilities and supporting people when we can.*
- *Protecting workers in our supply chain. Crown is committed to identifying and addressing the risk of modern slavery practices including forced labour in its direct supply chain.*

3.2. Health and safety

Crown is committed to respecting health and safety rights in its operations and supply chain.

Crown is committed to ensuring that its employees and contractors work in safe environments and that Crown's suppliers commit to the same work health and safety standards. Crown acknowledges that it has a particular responsibility to ensure that its gaming services are enjoyed responsibly.

Focus

- *Protecting our customers. Crown is committed to delivering the gaming experience in a responsible environment.*
- *Protecting our people. Crown is committed to protecting the mental and physical health of its employees and contractors.*
- *Protecting against human trafficking. Crown is committed to supporting the detection and reporting of suspected human trafficking at its properties.*

3.3. Equality and discrimination

Crown is committed to respecting the right to equality and non-discrimination.

Crown's approach to diversity and inclusion is embedded in its policies and programs.

Focus

- *Preventing discrimination. Crown does not tolerate behaviour which could be perceived as discrimination in any form. Crown is committed to creating an environment where people do not experience discrimination in Crown's day-to-day business and operations, or its engagement with our partners, suppliers and other stakeholders.*
- *Encouraging diversity in our people. Crown is committed to fostering a diverse and inclusive workplace and providing equal opportunity.*

3.4. Indigenous rights

Crown respects the rights of Indigenous People and has a practical approach to partnering with Aboriginal and Torres Strait Islanders in building relationships, respecting cultures and creating opportunities.

Crown is committed to reconciliation and acknowledges our responsibility to respect and support Aboriginal and Torres Strait Islanders in our workforce, supply chain and communities.

Focus

- *Encouraging Indigenous employment. Crown is committed to making a positive impact on the lives of Aboriginal and Torres Strait Islander people in Australia through its focus on hiring, developing and retaining Indigenous employees.*
- *Improving education and career prospects of marginalised Australians, particularly Indigenous Australians. Crown is committed to establishing environments where trust and security enable marginalised Australians to thrive, while benefiting from consistent access to education.*
- *Promoting Aboriginal and Torres Strait Islander culture. Crown is committed to cultural awareness to reinforce and promote the message of reconciliation.*

4. Human Rights Due Diligence

Crown is committed to implementing appropriate due diligence processes across its business to support key commitments. Crown's approach to human rights due diligence is to first understand and identify risk to people and then to improve systems and processes to assess, address, monitor and report on potential adverse human rights impacts.

4.1. Identification and Assessment

Crown is committed to the identification and assessment of human rights risks across its operations and supply chain. Crown will continue to review its policies and processes to enhance identification of human rights risks.

Crown has a focus on the identification of modern slavery risks in its supply chain. Crown is committed to continuing to understand, identify and assess risk to people when considering its enterprise risks.

4.2. Effective Integration

Capability building is core to helping Crown's people and stakeholders understand Crown's human rights obligations and commitments. Crown is committed to building on its existing training programs to enhance and embed regular human rights training at all levels of the business and for critical stakeholders like Crown's suppliers.

4.3. Communications

Crown is committed to meeting its transparency obligations under relevant modern slavery legislation *and the Workplace Gender Equality Act 2012* (Cth).

5. Grievance mechanism and remediation

Crown is committed to listening. Crown will take allegations and evidence of adverse human rights impacts seriously. Employees are encouraged to report any human rights related concerns that arise, including if they suspect adverse human rights impact may occur or have occurred.

Crown is committed to developing its approach to remediation of adverse human rights impacts to involve and reflect the needs of rights-holders.

6. 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
September 2020