



Public report

2019-20

Submitted by

Legal Name: Crown Resorts Limited







Organisation and contact details

Submitting organisation details	Legal name	Crown Resorts Limited
	ABN	39125709953
	ANZSIC	R Arts and Recreation Services 9201 Casino Operation
	Business/trading name/s	Crown Resorts Limited
	ASX code (if applicable)	CWN
	Postal address	8 Whiteman Street
		SOUTHBANK VIC 3006
		AUSTRALIA
	Organisation phone number	92925608
Reporting structure	Ultimate parent	Crown Resorts Limited
	Number of employees covered by this report	12,048





All organisations covered by this report

Legal name	Business/trading name/s
Crown Resorts Limited	Crown Resorts Limited
Capital Club Pty Ltd	
Burswood Resort (Management) Limited	Crown Perth
Crown Melbourne Limited	Crown Casino & Crown Ltd





Workplace profile

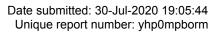
Manager

Management	Demonting a level to OFO	Formula was not at a to to a		No.	of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	0	3	3
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	11	13
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Mary management in an arm of		Casual	0	0	0
Key management personnel		Full-time permanent	0	6	6
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	3	5
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	13	25	38
		Full-time contract	0	3	3
Other executives/General managers	-2	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	13	18
		Full-time contract	0	1	1
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0





Managementianal asta garia	Demonting level to CEO	Consistence at status		No.	of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	6	11
		Full-time contract	1	1	2
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	15	31	46
		Full-time contract	0	1	1
Senior Managers	-3	Part-time permanent	3	0	3
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	17	21
		Full-time contract	1	0	1
	-4	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	9	5	14
		Full-time contract	2	1	3
	-2	Part-time permanent	4	0	4
		Part-time contract	1	0	1
		Casual	0	0	0
		Full-time permanent	28	46	74
		Full-time contract	2	6	8
Other managers	-3	Part-time permanent	5	3	8
Other managers		Part-time contract	1	0	1
		Casual	0	0	0
		Full-time permanent	30	81	111
		Full-time contract	3	3	6
	-4	Part-time permanent	7	0	7
		Part-time contract	0	1	1
		Casual	0	0	0
	-5	Full-time permanent	50	61	111







Manager aggunational entergrice	Paparting level to CEO	Employment status	F 0 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	No.	of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time contract	0	0	0
		Part-time permanent	4	0	4
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	0	2
		Full-time contract	1	0	1
	-6	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers		_	206	328	534

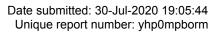




Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	199	237	0	0	0	0	436
	Full-time contract	30	19	0	0	0	0	49
Professionals	Part-time permanent	37	5	0	0	0	0	42
	Part-time contract	5	1	0	0	0	0	6
	Casual	7	7	0	0	0	0	14
	Full-time permanent	155	606	9	8	1	2	781
	Full-time contract	9	19	24	30	1	0	83
Technicians and trade	Part-time permanent	46	63	0	0	0	0	109
	Part-time contract	11	9	0	0	0	0	20
	Casual	46	144	0	0	0	0	190
	Full-time permanent	994	1,830	0	0	2	2	2,828
	Full-time contract	31	22	0	0	0	1	54
Community and personal service	Part-time permanent	1,756	1,971	0	0	0	0	3,727
	Part-time contract	55	49	0	0	0	0	104
	Casual	943	826	0	0	0	0	1,769
	Full-time permanent	247	88	0	0	0	1	336
	Full-time contract	19	12	0	0	0	0	31
Clerical and administrative	Part-time permanent	78	18	0	0	0	0	96
	Part-time contract	5	2	0	0	0	0	7
	Casual	73	28	0	0	0	0	101
	Full-time permanent	34	15	0	0	0	0	49
	Full-time contract	1	0	0	0	0	0	1
Sales	Part-time permanent	2	1	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	Full-time permanent	5	65	0	0	0	0	70
	Full-time contract	0	2	0	0	0	0	2
	Part-time permanent	1	5	0	0	0	0	6
	Part-time contract	0	0	0	0	0	0	0
	Casual	32	74	0	0	0	0	106







Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	39	134	0	0	0	0	173
	Full-time contract	0	1	0	0	0	0	1
Labourers	Part-time permanent	35	109	0	0	0	0	144
	Part-time contract	0	23	0	0	0	0	23
	Casual	32	120	0	0	0	0	152
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers	·	4,928	6,505	33	38	4	6	11,514





Reporting questionnaire

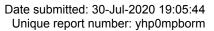
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.4

Promotions



	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.6	Succession planning
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	18	34	146	169
Permanent/ongoing part-time employees	1	0	25	32
Fixed-term contract full-time employees	0	1	5	5
Fixed-term contract part-time employees	0	0	2	3
Casual employees	0	0	24	19

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	36	64
Number of appointments made to NON-MANAGER roles (including promotions)	1301	1427

1.12 How many employees resigned during the reporting period against each category below?

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	13	21	207	307
Permanent/ongoing part-time employees	2	0	286	423
Fixed-term contract full-time employees	1	3	19	14
Fixed-term contract part-time employees	0	0	44	35
Casual employees	0	0	494	428

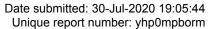
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

In 2019 the first Crown Resorts Gender Action Plan was published including a graph depicting female composition to track progress against (see page 8). A commitment was made to achieve 40:40:20 at each level as per WGEA levels (see page 19).

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.



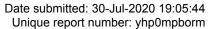




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

	Crown Resorts Limited		
2.1b.1	What gender is the Chair on this gover Chair at your last meeting)?	ning body (if the role of the Chair rota	ites, enter the gender of the
	Number	Female 1	Male 0
	Tumber	<u>'</u>	
2.1c.1	How many other members are on this		
	Number	Female 2	Male 7
	Number		
2.1d.1	Has a target been set to increase the re	epresentation of women on this gover	ning body?
2.1g.1	 ☐ Currently under development, Currently reviewing measurab ☐ Insufficient resources/expertise 	der balance (e.g. 40% women/40% men please enter date this is due to be compl le objectives for the board for 2021 include ening body/board appointments (provide	eted ding gender targets.
	☐ Tes		
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for go	overning body members for AL
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy		
	☐ No (you may specify why no formal se☐ In place for some governing bo		is in place)
		please enter date this is due to be compl	eted
		rning body appointments (provide details	why)
2.3	Does your organisation operate as a pa "incorporated" entity - Pty Ltd, Ltd or I ☐ Yes		our organisation is an







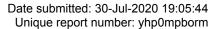
☑ No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (select all applicable answers) Policy Strategy
	□ No	(you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		 Yes (provide details in question 3.2 below) No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) □ Currently under development, please enter date this is due to be completed □ Salaries set by awards/industrial or workplace agreements □ Insufficient resources/expertise □ Non-award employees paid market rate □ Not a priority □ Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		 ☑ To achieve gender pay equity ☑ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews) ☐ To be transparent about pay scales and/or salary bands ☐ To ensure managers are held accountable for pay equity outcomes ☐ To implement and/or maintain a transparent and rigorous performance assessment process ☐ Other (provide details):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	⊠ Ye	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
	□ No	(you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise



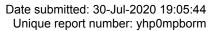




qualific	☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations) ☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m for discretion in pay changes (because pay increases can occur with some discretion such as performance
assess	sments) Non-award employees paid market rate Not a priority Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	External analysis and validation was conducted regarding any potential pay gap, the result was there was no meaningful gender pay gap in like for like roles. The data published here indicates an overall gender role gap which is representative of the higher proportion of men in executive management roles rather than a like for like comparison. Work is still continuing towards increased representation of women in executive management. We have reported on this in both our annual reports and the Gender Action Plan (see page 2)
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	 Yes – indicate what actions were taken (select all applicable answers) □ Created a pay equity strategy or action plan □ Identified cause/s of the gaps □ Reviewed remuneration decision-making processes □ Analysed commencement salaries by gender to ensure there are no pay gaps □ Analysed performance ratings to ensure there is no gender bias (including unconscious bias) □ Analysed performance pay to ensure there is no gender bias (including unconscious bias) □ Trained people-managers in addressing gender bias (including unconscious bias) □ Set targets to reduce any organisation-wide gaps □ Reported pay equity metrics (including gender pay gaps) to the governing body □ Reported pay equity metrics (including gender pay gaps) to the executive □ Reported pay equity metrics (including gender pay gaps) to all employees □ Reported pay equity metrics (including gender pay gaps) externally □ Corrected like-for-like gaps □ Conducted a gender-based job evaluation process □ Implemented other changes (provide details): □ No (you may specify why no actions were taken resulting from your remuneration gap analysis) □ No unexplainable or unjustifiable gaps identified □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Salaries set by awards/industrial or workplace agreements □ Non-award employees are paid market rate □ Unable to address cause/s of gaps (provide details why): □ Not a priority □ Other (provide details):
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
	Pay gan commitments have been addressed in our Gender Action Plan (see page 23)

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.



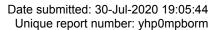




5.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
	 ☑ Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer): ☑ By paying the gap between the employee's salary and the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination) ☐ No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY): ☐ By paying the gap between the employee's salary and the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination) ☐ No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY): ☐ By paying the gap between the employee's salary and the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination) ☐ No, not available (you may specify why this leave is not provided) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Government scheme is sufficient ☐ Not a priority ☐ Other (provide details):
	5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
	12
5a.	If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.
	There is no qualifying period for eligibility for full time and part time employees. Casuals receive the paid parental leave top up also, based off their work history for the preceding 12 months Any employee that is not eligible for the government's paid parental leave will receive their full pay from Crown for this period
	 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

Please indicate whether your employer funded paid parental leave for primary carers covers:

5.3







		☑ Adoption☑ Surrogacy☑ Stillbirth
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
		u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) , we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		10
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	Casua Any e	is no qualifying period for eligibility for full time and part time employees. als receive the paid parental leave top up also, based off their work history for the preceding 12 months mployee that is not eligible for the government's paid parental leave will receive their full pay from Crown s period
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?
		In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☑ 91-99% ☐ 100%
	6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:
		 ☑ Adoption ☑ Surrogacy ☑ Stillbirth

How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

7.





	Primary carer's leave		Secondary carer's leave	
	Female Male		Female	Male
Managers	20	3	0	15

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	349	28	1	163

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	1	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	26	13

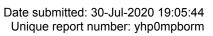
9.	Do you have a forma	I policy and/or forma	I strategy on flexible	working arrangements?
	,			

No. (--I--I -II ---II-----)

Yes (select all applicable answers)	
□ Policy	
☐ Strategy	
☐ No (you may specify why no formal policy or formal strategy is in place)	
☐ Currently under development, please enter date this is due to be completed	
☐ Insufficient resources/expertise	
☐ Don't offer flexible arrangements	
☐ Not a priority	
Other (provide details):	
. ,	

10. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

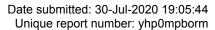
,
□ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Included in award/industrial or workplace agreement
☐ Not a priority
Other (provide details):







⊠ Ye	S
	(you may specify why non-leave based measures are not in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Not a priority
	Other (provide details):
1.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
	☐ Employer subsidised childcare
	Available at some worksites only
	☐ Available at all worksites
	☐ On-site childcare
	☐ Available at some worksites only
	☐ Available at all worksites
	□ Breastfeeding facilities
	Available at all worksites
	☐ Childcare referral services
	Available at some worksites only
	Available at all worksites
	Internal support networks for parents
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave)
	Available at some worksites only
	☐ Available at all worksites
	☐ Information packs to support new parents and/or those with elder care responsibilities
	Available at some worksites only
	⊠ Available at all worksites
	Referral services to support employees with family and/or caring responsibilities
	☑ Available at some worksites only
	☐ Available at all worksites
	☐ Targeted communication mechanisms, for example intranet/ forums
	Available at some worksites only
	Support in securing school holiday care
	Available at some worksites only
	☐ Available at all worksites
	Coaching for employees on returning to work from parental leave
	☐ Available at all worksites
	☐ Parenting workshops targeting mothers ☐ Available at some worksites only
	☐ Available at some worksites only ☐ Available at all worksites
	☐ Parenting workshops targeting fathers
	☐ Available at some worksites only
	☐ Available at 30ffle worksites of hy
	None of the above, please complete question 11.2 below
	Trong of the above, please complete question 11.2 solon
o yo ioler	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic ice?
7 V	s (select all applicable answers)
7 IC	S (Select all applicable answers)
	□ Strategy
ີ No	(you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise







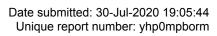
	☐ Included in award/industrial or workplace agreements ☐ Not aware of the need
	☐ Not a priority
	Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor)
	 ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement
	 ☑ Workplace safety planning ☑ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
	Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
	 ☐ Confidentiality of matters disclosed ☐ Referral of employees to appropriate domestic violence support services for expert advice
	☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☐ Flexible working arrangements
	☑ Provision of financial support (e.g. advance bonus payment or advanced pay)
	 ✓ Offer change of office location ✓ Emergency accommodation assistance
	☐ Access to medical services (e.g. doctor or nurse)☑ Other (provide details):
	In November 2018 paid domestic violence leave was uncapped (previously 5 days paid leave) for full time and
	permanent employees, in 2020 it was uncapped for casual employees also No (you may specify why no other support mechanisms are in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Not aware of the need
	Not a priority
	Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women
	AND men?
	 flexible hours of work compressed working weeks
	• time-in-lieu
	 telecommuting part-time work
	• job sharing
	 carer's leave purchased leave
	unpaid leave.
	Options may be offered both formally and/or informally.
	For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
	Yes, the option/s in place are available to both women and men.
	☐ No, some/all options are not available to both women AND men.
	44.4 Which autions from the list below are available? Blace tiel the related should be
	 14.1 Which options from the list below are available? Please tick the related checkboxes. Unticked checkboxes mean this option is NOT available to your employees.





	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Compressed working weeks				
Time-in-lieu		\boxtimes	\boxtimes	\boxtimes
Telecommuting	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Part-time work	\boxtimes		\boxtimes	
Job sharing			\boxtimes	
Carer's leave	\boxtimes		\boxtimes	
Purchased leave	\boxtimes		\boxtimes	
Unpaid leave	\boxtimes		\boxtimes	

	Purchased leave	\boxtimes		\boxtimes	
	Unpaid leave				
14.	You may specify why any of the above options are NOT available to your employees.				
	 □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority ☑ Other (provide details): Compressed working weeks have not been offered due to the 24/7 nature of our business, it is something that is reviewed from time to time. 				
14.	4 If your organisation would like to provide ad please do so below:	ditional inform	nation relating to	gender equa	lity indicator 4,
	The Crown Resorts Gender Action Plan has targ support for employees with caring responsibilities				
CONCE This gende	er equality indicator 5: Consultance requality in the war equality in the war equality indicator seeks information on what consultance gender equality in the workplace.	vorkplace	•		
15. Ha	ve you consulted with employees on issues cond	cerning gende	r equality in yoເ	ır workplace?	
	Yes No (you may specify why you have not consulted wi Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):	th employees c	n gender equalit	y)	
15.	1 How did you consult with employees on issu	ies concerninç	g gender equalit	y in your work	xplace?
	 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): 				
15.	2 Who did you consult?				
	☐ All staff				

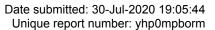






☐ Women only

		 Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		The Crown Resorts Gender Action Plan was created in consultation with the Gender Advisory Committees made up of senior managers from across each property to understand the specific gender equity issues in our workplace.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
partici	pation.	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (select all applicable answers)
	□ No	Strategy (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreement □ Not a priority □ Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):







17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

The Crown Resorts Gender Action Plan has sex-based harassment and discrimination targets (see page 29).

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

The launch of Gender Fitness at Crown in December 2017. Gender Fitness is an innovative, in-house digital solution that contributes to our diversity and inclusion strategy. The core value of the solution is to capture real-time data from meeting interactions to increase awareness of diversity and inclusion and to deliver an improved gender balance across Crown





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 42.9% females and 57.1% males.

Promotions

- 2. 45.7% of employees awarded promotions were women and 54.3% were men
 - i. 35.2% of all manager promotions were awarded to women
 - ii. 47.0% of all non-manager promotions were awarded to women.
- 3. 35.9% of your workforce was part-time and 13.0% of promotions were awarded to part-time employees.

Resignations

- 4. 46.4% of employees who resigned were women and 53.6% were men
 - i. 40.0% of all managers who resigned were women
 - ii. 46.5% of all non-managers who resigned were women.
- 5. 35.9% of your workforce was part-time and 34.4% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 7.3% of all women who utilised parental leave ceased employment before returning to work
- ii. 6.2% of all men who utilised parental leave ceased employment before returning to work
- iii. 100.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 66.7% of all non-managers who utilised parental leave and ceased employment before returning to work were

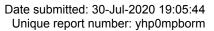
Notification and access

List of employee organisations:

- 1. United Voice ("UV);
- 2. The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing, and Allied Services Union of Australia (the "CEPU") Electrical, Energy and Services Decision or the Electrical Trades Union Division;
- 3. The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing, and Allied Services Union of Australia (the "CEPU") Plumbing Division or the Plumbers and Gasfitters Employees Union Division; and
- 4. The Construction Forestry maritime Mining and Energy Union (the "CFMMEU")

CEO sign off confirmation

Name of CEO or equivalent:	Confirmation CEO has signed the report:
Ken Barton	Genevieve Arnold







Luta	30/07/2020
CEO signature:	Date: