



2015-16 public report form submitted by Crown Melbourne Limited to the Workplace Gender Equality Agency

Organisation and contact details

Organisation	Legal name	Crown Melbourne Limited
registration	ABN	46006973262
	ANZSIC	9201 Casino Operation
Organisation details	Trading name/s ASX code (if relevant)	Crown Casino & Crown Ltd
	Postal address	8 Whiteman Street
		SOUTHBANK VIC 3006
		Australia
	Organisation	(03) 9292 8888
	phone number	(00) 0202 0000
Reporting	Ultimate parent	Crown Resorts Limited
structure	Number of employees covered in this report	7,445
	submission Other	
	organisations reported on in this	
	report	



Workplace profile Manager

Manager occupational categories	Reporting level to CEO	Employment status		No.	No. of employees
			<u>.</u>	Σ	Total employees
		Full-time permanent	0	1	
OEO/Hood of Business in Assessing		Full-time contract	0	0	0
	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	4	9
		Full-time contract	0	0	0
ney management personnel	-	Part-time permanent	0	٥	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	-	
		Full-time contract	0	0	0
	-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	8	18	26
		Full-time contract	0	0	0
	-5	Part-time permanent	1	0	
		Part-time contract	0	0	0
Other executives/General managers		Casual	0	0	0
		Full-time permanent	3	17	20
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	4-	Part-time permanent	0	0	0
	7	Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	2	7
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0

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Manager occupational categories	Reporting level to CEO	The state of the s		No.	No. of employees
		Chiproyment status	F	W	Total employees
		Full-time permanent	7	20	27
		Full-time contract	0	0	0
	ဇှ-	Part-time permanent	1	0	
		Part-time contract	0	٥	0
•		Casual	0	٥	0
		Full-time permanent	10	25	35
		Full-time contract	0	0	0
	4-	Part-time permanent	2	-	3
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	٥	-	
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	٥	0
		Casual	0	0	0
		Full-time permanent	4	0	4
		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	23	20	43
		Full-time contract	0	-	
	ę- -	Part-time permanent	5	1	9
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	27	79	106
		Full-time contract	0	0	0
Utner managers	4	Part-time permanent	1	0	
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	48	129	177
		Full-time contract	0	0	0
	-5	Part-time permanent	6	1	10
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	2	7
		Full-time contract	0	0	0
	9-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0



Workplace Gender Equality Agency

Date submitted: 24-May-2016 16:58:19 Unique report number: vhsiei3vpw

Manager occupational categories	Reporting level to CEO	Employment etatus		No. of	employees
		Compression states	F	W	Total employees
I total: all managers			455	000	405

Total employees

No. of apprentices (if applicable)



No. of graduates (if applicable) No. of employees (excluding graduates and 1,158 1,193 apprentices) œ တ permanent Full-time contract Full-time contract Full-time contract permanent Full-time contract Full-time contract Employment status Part-time permanent Full-time permanent permanent Part-time Part-time permanent permanent Part-time contract permanent permanent Part-time Casual Full-time Full-time Part-time Part-time Part-time contract Casual contract Full-time contract Full-time Casual Non-manager occupational categories Clerical and administrative Non-manager Community and personal service Technicians and trade Professionals Sales

2,050

 1,084

permanent

Part-time

1,777



Date submitted: 24-May-2016 16:58:19 Unique report number: vhsiei3vpw

Non-manager occupational	Employment	No. of employees (ex	No. of employees (excluding graduates and apprentices)	No. of gra	No. of graduates (if applicable)	No. of apprentices (if	rentices (if	Total
categories	Status	E E	Σ	L	Σ	4	M	employees
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	0	0	0	0	0	65
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	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
	Full-time permanent	23	28	0	0	0	0	110
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	5	7	0	0	0	0	12
	Part-time contract	0	0	0	0	0	0	0
	Casual	13	88	0	0	0	0	101
	Full-time permanent	245	429	4	0	16	28	722
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	129	119	0	0	0	0	248
	Part-time contract	0	0	0	0	0	0	0
	Casual	30	62	0	0	0	0	92
Grand total: all non-managers		2,813	4.099	4	0	16	28	6.960



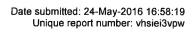




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

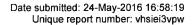
1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.2 Retention? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
□ No □ No, currently under development □ No, insufficient human resources staff □ No, don't have expertise □ No, not a priority
1.3 Performance management processes? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.4 Promotions? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.5 Talent identification/identification of high potentials? ☑ Yes (you can select policy and/or strategy options)







 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy
☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.6 Succession planning? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.7 Training and development? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
 1.8 Resignations? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.9 Key performance indicators for managers relating to gender equality? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy
☐ Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.10 Gender equality overall? ☑ Yes (you can select policy and/or strategy options)







Standalone policy
☑ Policy is contained within another policy
Standalone strategy
⊠ Strategy is contained within another strategy
□ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority `

1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:

In 2015, Crown Resorts CEO Rowen Craigie was invited by the Victorian Equal Opportunity and Human Rights Commissioner to join the Victorian Male Champions of Change. Through this new membership Crown will continue to explore strategies to reduce gender inequality in Australian workplaces and will implement relevant actions ariing out of this program.

1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through

recruitment exercises, cold canvassing, previously-submitted resumes.

Manag	iers	Non-mar	nagers	
Female	Male	Female	Male	
11	12	785	1152	
	Female 11	44 42	maniale mais mana	

1.13 In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

	Mana	gers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	34	66	109	134
Permanent/ongoing part-time employees	1	0	18	20
Fixed-term contract full-time employees	2	1	1	3
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	4	7

1.14 In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)

who are subject to employer-initiated termination	nis oi redundai	icies.)		
	Manag	ers	Non-mar	nagers
	Female	Male	Female	Male





	Manag	jers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	13	34	152	183
Permanent/ongoing part-time employees	2	1	174	270
Fixed-term contract full-time employees	0	1	9	5
Fixed-term contract part-time employees	0	0	1	1
Casual employees	0	0	167	192

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

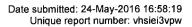
If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

Organisation name	Gender and NUMBER of chairperson/s (NOT percentage)	Gender and NUMBER of other governing body/board members (NOT percentage)	% target for representation of women on each governing bedy/board	Year to be reached
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		F (Chair)	M (Chair)	5	M	(enter 0 if no target has been set, or enter a % between 1-100)	(in YYYY format, if no target has been set, leave blank)
01	Crown Resorts	0	1	2	8	0	
02							
03							
04							
05							
06							
07							
08							
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	erning bodies lis Governing body. Currently under nsufficient hum Don't have expe	sted above /board had developm an resource ertise	e, you ma s gender l lent ces staff	y specify v palance (e	why below: e.g. 40% wo	as not been set foo omen/40% men/20 nents (provide det	0% either)
	Not a priority Other (provide d Crown Resorts 2013.		et of at lea	ast 2 fema	ale board m	embers and this v	vas achieved in
	y/board membe ′es (you can se ☐ Standald ☐ Policy is	rs for ALL lect policy one policy contained one strate	organisa and/or st d within ar	tions cove rategy op nother pol	ered in this r tions) icy	selection strategy eport?	for governing
	lo lo, in place for s lo, currently und lo, insufficient h	some gove der develo numan res	erning boo opment ources sta	dies/board	ls	intments (provide	details why):
	lo, don't have e lo, not a priority lo, other (provic	, .	:				
2.4	Partnership	structure	s only: (or	nly answe	r this questi	on if your organis	ation operates

2.4 Partnership structures only: (only answer this question if your organisation operates under a partnership structure, ie is NOT an incorporated entity (ie Pty Ltd, Ltd or Inc), or an unincorporated entity).

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are "Other				





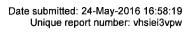
	Full- time females	Part- time females	full- time males	Part- time males
executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

2.5 Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

The Selction Procedure for director nomination was amended as at 30 June 2015 to require that the nomination and remuneration committee (on behalf of the board) consider the effect that a proposed director candidate would have on the overall balance and composition of the Board, including by reference to the Crown Board Skills Matrix which sets out the mix of skills and experience of the Board and the extent to which those skills are currently represented on the Board and each of its committees.

Gender equality indicator 3: Equal remuneration between women and men

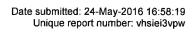
Do you have a formal policy and/or formal strategy on remuneration generally? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy? Yes (provide details in questions 3.2 and/or 3.3 below) No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, not a priority No, other (provide details):
3.2 You have answered yes to question 3.1. Please indicate whether your formal policy or formal strategy includes the following gender pay equity objectives (more than one option can be selected): 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 (Please provide details in question 3.3 below)
3.3 Provide details of other gender pay equity objectives that are included in your formal policy or formal strategy including timeframes for achieving these objectives: Crown has committed to conducting a review on an annual basis of the remuneration for key roles within the group to ascertain the existence of any gender pay gaps and to implement action plans to address any such gaps. Crown will continue to monitor and maintain vigilance on gender pay equity and focus on ensuring female representation in all areas of the business, including areas where the market attracts a high salary. Crown Resorts has a combination of employees paid by Awards, Enterprise Agreements or non-Award and non-Enterprise Agreement employees who are paid at the 50th percentile of the market rate. There are also formal and defined procedures for remuneration practise, and full documentation on all decisions.
Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.) Yes. When was the most recent gender remuneration gap analysis 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 No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below:
4.1 Were any actions taken as a result of your gender remuneration gap analysis? Yes - please indicate what actions were taken (more than one option can be selected): 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 like-for-like gaps ☐ Set targets to reduce any organisation-wide gaps ☐ Reported pay equity metrics (including gender pay gaps) to the governing
body/board Reported pay equity metrics (including gender pay gaps) to the executive





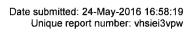


 ☐ Reported pay equity metrics (including gender pay gaps) to all employees ☐ Reported pay equity metrics (including gender pay gaps) externally ☐ Corrected like-for-like gaps ☐ Conducted a gender-based job evaluation process ☐ Implemented other changes (provide details):
 No No unexplainable or unjustifiable gaps identified No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, unable to address cause/s of gaps (provide details why): No, not a priority No, other (provide details):
 4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below: In FY15 Crown's Australian Resorts Classification Framework was established. The new framework provides: A rigorous framework that delivers defensible pay outcomes; A consistent application of logic, recognising relatives across positions to ensure the establishment and maintenance of internal pay equity, ensuring like for like consistency, regardless of demographic variables like gender, age and tenure; and A system which not only supports pay outcomes, but also identifies career, training and associated development pathways within Crown. Within this framework, Crown conducted a review on key roles within the group, specifically the top grade levels, which encompass the Business Operation Teams and Executives. In some areas the initial review suggested there may have been a gender pay gap within a grade level, although after further analysis it was recognised that at each grade level there were roles that spanned across varying markets. Having then adjusted for these markets, it indicated there were no significant gender pay gaps.
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, 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 No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):





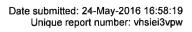
addition to any govern Yes, one week or g Yes, less than one No No, currently being No, insufficient hum No, government sc No, don't know how No, not a priority No, other (provide of	reater (please go to week (please go to considered nan resources staff heme is sufficient to implement details):	I leave sche 6.1) 5.2) gers, and fer	eme for secondary	y carers? on-managers, have
employees still on pare	ental leave who common the common com			reporting period)?
	Female	Male	Female	Male
Managers	7	0	0	1
Non-managers	102	0	0	9
employment during, or categories). This includes employed Include situations wher For example, a person unpaid leave during a stream of the cased employment including resignations,	es on parental leave re the parental leave may have utilised pa single block of 'paren means anyone who h	that had cor was taken o aid/unpaid po tal leave'. nas exited th smissals.	mmenced in anoth continuously with arental leave, and	her reporting period. any other leave type. nual leave or other
Manag	nere		0	0
- Iviai iaį			4	2
Non-mar	nagers		4	2
	policy and/or strated policy nationed within another strategy contained within another development an resources staff splace agreement ritise le arrangements etails):	gy options) er policy ther strategy	<i>'</i>	orking arrangements?
10 Do you have a or caring responsibilitie ☐ Yes (you can select ☐ Standalone	policy and/or strateg		egy to support em	ployees with family







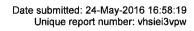
	 □ Policy is contained within another policy □ Standalone strategy □ Strategy is contained within another strategy
No, No, No, No,	currently under development insufficient human resources staff included in workplace agreement don't have expertise not a priority other (provide details):
11 caring r service: ☑ Yes ☐ No	Do you have any non-leave based measures to support employees with family or responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referral s)?
No, No, No,	currently under development insufficient human resources staff don't have expertise not a priority
	other (provide details):
worksite	loyer subsidised childcare
	☐ Available at some worksites only☐ Available at all worksites
On-s	site childcare ☐ Available at some worksites only
_	Available at all worksites
⊠ Brea	stfeeding facilities ☑ Available at some worksites only ☐ Available at all worksites
☐ Child	care referral services Available at some worksites only Available at all worksites
☐ Inter	nal support networks for parents Available at some worksites only Available at all worksites
	rn to work bonus (only select this option if the return to work bonus is NOT the of paid parental leave when an employee returns from leave). Available at some worksites only Available at all worksites
	mation packs to support new parents and/or those with elder care responsibilities Available at some worksites only Available at all worksites
	□ Available at all worksites rral services to support employees with family and/or caring responsibilities □ Available at some worksites only □ Available at all worksites
⊠ Targe	□ Available at all worksites eted communication mechanisms, for example intranet/ forums □ Available at some worksites only
	Available at all worksites
∐ Supp i	ort in securing school holiday care □ Available at some worksites only
i	Available at all worksites
∐ Coac I	hing for employees on returning to work from parental leave ☐ Available at some worksites only







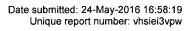
Available at all worksites
☐ Parenting workshops targeting mothers
Available at some worksites only
Available at all worksites
☐ Parenting workshops targeting fathers
Available at some worksites only
Available at all worksites
☐ None of the above, please complete question 11.2 below
11.2 Please provide details of any other non-leave based measures that are in place and
whether they are available at all worksites.
Do you have a formal policy and/or formal strategy to support employees who are
experiencing family or domestic violence?
∑ Yes (you can select policy and/or strategy options)
Standalone policy
Policy is contained within another policy
Standalone strategy
☐ Strategy is contained within another strategy
□ No
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
No, not aware of the need
No, don't have expertise
No, not a priority
No, other (please provide details):
Other than a policy and/or strategy, do you have any measures to support employees
who are experiencing family or domestic violence?
☐ Yes - please indicate the type of measures in place (more than one option can be
selected):
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)
Access to unpaid leave
☐ Access to dispare leave
Referral of employees to appropriate domestic violence support services for
ANDER SAVICE
expert advice Solution from any adverse action or discrimination based on the disclosure of
Protection from any adverse action or discrimination based on the disclosure of
 ☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☑ Flexible working arrangements
 ☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☑ Flexible working arrangements ☑ Provide financial support (e.g. advance bonus payment or advanced pay)
 ✓ Protection from any adverse action or discrimination based on the disclosure of domestic violence ✓ Flexible working arrangements ✓ Provide financial support (e.g. advance bonus payment or advanced pay) ✓ Offer change of office location
 ☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☑ Flexible working arrangements ☐ Provide financial support (e.g. advance bonus payment or advanced pay) ☑ Offer change of office location ☐ Emergency accommodation assistance
 ✓ Protection from any adverse action or discrimination based on the disclosure of domestic violence ✓ Flexible working arrangements ✓ Provide 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)
 ☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☑ Flexible working arrangements ☐ Provide financial support (e.g. advance bonus payment or advanced pay) ☑ Offer change of office location ☐ Emergency accommodation assistance
 ✓ Protection from any adverse action or discrimination based on the disclosure of domestic violence ✓ Flexible working arrangements ✓ Provide 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)







No, insufficier No, not award No, don't hav No, not a pric No, other (pro	e of the ne e expertis ority	eed se	staff					
14 Please t conditions or pra indicates that a p	ctices are		o your em	ployees (p	lease note	that not ti	cking a bo	
	Fa	Mana male.	agers M	ale	Far	Non-ma male	nagers M	ale
				Informal				Inform
Flexible hours of work		\boxtimes	×		\boxtimes			
Compressed working weeks			×					
Time-in-lieu			\boxtimes		\boxtimes		\boxtimes	
Telecommuting								
Part-time work			\boxtimes		\boxtimes		\boxtimes	
Job sharing		\boxtimes				\boxtimes		\boxtimes
Carer's leave			\boxtimes					
Purchased leave					\boxtimes			
Unpaid leave	\boxtimes		\boxtimes					
your employees, Crown Melbourne have their rosters different times to responsibilities. All non-managers are the majority of flexibility within the Requested Roster shift with another give away their slequested RDOs rostered day off. These options es This same group that they can utilis	you may per provides amended ensure or swho are of our empleir rosters employed enfit to anote are when sentially a of employmen yof the caproductive man resource out to anote ended to a series of the caproductive man resource out to a series out the caproductive man resource out the provided man resource	a couples of to allow the member covered by sloyees, have seen the sand ther employen an employees also having to exterms, corategories listered.	ails of tho roster when to be of the em an enterpole a range clude Shift She role. A Shift She role. A yee and/ cover reques our frontliave access exhaust a nditions o	se below: ereby emple either roste ployee cou- prise agree e of options t Swaps, sl wap is whe shift give-a prick up a ests specific ine employ- is to 2 weel my other for r practices	loyee coupered on at uple is at homent at C available hift give-avere an employers who dittional so days throws per yearms of lear are not available are not available.	ples are about the same for call to them to ways and poloyee can here an emphifts that soughout the their owner of leave wailable to year	ole to requiring ourne, wheelick-ups, a swap theiployee cautit them. The roster. Without pa	est to

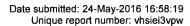






14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace
Have you consulted with employees on issues concerning gender equality in your workplace? ☐ Yes ☐ No ☐ No, not needed (provide details why):
 No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)? Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details):
15.2 Please indicate what categories of employees you consulted. ☐ 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): The CEO - Crown Resorts, Rowen Craigie met with executives, senior management and middle-to-senior management high potential employees from across the business to consult through Listen and Learn focus groups as part of the role he plays through the Male Champions of Change initiative.
15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:
Gender equality indicator 6: Sex-based harassment and discrimination
Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy







☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy and/or strategy? ☑ Yes ☐ No
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? ⊠ Yes - please indicate how often this training is provided ('At induction' AND one of the
discrimination prevention? Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected):
discrimination prevention? Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): At induction At least annually
discrimination prevention? Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): At induction At least annually Every one-to-two years Every three years or more
discrimination prevention? Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): At induction At least annually Every one-to-two years
discrimination prevention? Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): At induction At least annually Every one-to-two years Every three years or more Varies across business units

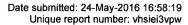
17.1 Should you wish to provide additional information on any of your responses under gender equality indicator 6, please do so below:

Crown Melbourne has formed a taskforce to specifically address bullying and harassment in the workplace. This taskforce consists of a union organiser, and a group of employees form across the business, working alongside management to review all existing frameworks, policies and training. After a period of 6 months, this taskforce has come forward with a report summarising the review with recommendations. Sex-based harassment has formed part of this taskforce and has been reviewed.

Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)

Crown's CEO - Crown Resorts, Rowen Craigie, has joined the Victorian Chapter of the Male Champions of Change (MCC), which is a group of influential men who work together to advance gender equality within their organisations and more broadly across society. Rowen







was invited to join this group by the Victorian Equal Opportunity and Human Rights Commissioner who also invited 22 Victorian male CEOs and other high profile men from business, politics, government and academia to form the Victorian MCC. Earlier this year Crown Melbourne also introduced a Women of Crown Management Program, which is a development program specifically targeting our high achieving and high potential female leaders within the business to prepare them for future leadership opportunities. This initiative was introduced to address the gender balance in our highest levels of the organisation.





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.
- 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 40.1% females and 59.9% males.

Promotions

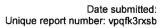
- 2. 42.2% of employees awarded promotions were women and 57.8% were men
 - i. 35.6% of all manager promotions were awarded to women
 - ii. 44.6% of all non-manager promotions were awarded to women.
- 32.5% of your workforce was part-time and 9.8% of promotions were awarded to part-time employees.

Resignations

- 4. 43.0% of employees who resigned were women and 57.0% were men
 - i. 29.4% of all managers who resigned were women
 - 43.6% of all non-managers who resigned were women.
- 5. 32.5% of your workforce was part-time and 37.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 3.7% of all women who utilised parental leave and ceased employment before returning to work
- ii. 20.0% of all men who utilised parental leave and ceased employment before returning to work
- 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- 3.6% of all non-managers who utilised parental leave and ceased employment before returning to work were women.







Notification and access

1. United Voice Union;

List of employee organisation 2. The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (the "CEPU") - Electrical Trades Union division;
3. The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (the "CEPU") – Plumbing Trades Employees Union

division; and

4. The Construction Forestry Mining and Energy Union (the "CFMEU").

CEO sign off confirmation

Name of CEO or equivalent

Barry Felstead

Date: 1 4/5/16

Confirmation CEO has signed the report

CEO Signature:

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