



THE STAR ENTERTAINMENT GROUP GENDER PAY GAP EMPLOYER STATEMENT

Reporting Year 2023- 24

At **The Star Entertainment Group** (*The Star*), we actively promote, celebrate, and leverage the diversity of people, perspectives, and experiences to enhance our business performance.

We advocate for Gender Pay Gap (GPG) disclosure as a crucial step towards gender pay equity. It is fundamental to our business strategy and embedded within our values: *Build Memorable Connections, Own It, Lead with Integrity, and Take Good Care.*

In line with the **Workplace Gender Equality Agency** (WGEA) Act 2012, which aims to promote and advance gender equity in the workplace, we are pleased to share our progress in the 2023-24 WGEA Gender Equality compliance reporting.

The Star reported an average total remuneration GPG of **4.0%** an improvement from **4.5%** in the previous year. This remains significantly lower than the national average of **21.8%** and the industry-standard GPG of **7.2%**. These results reflect our ongoing commitment to fostering a fair, equitable, and inclusive workplace for all team members.

GROUP	TSEG QLD	CORPORATE	TSEG SYDNEY	INDUSTRY COMPARISON
4.0%	7.4%	10.5%	5.7%	7.2%

While The Star can take pride in the progress we have made so far, we remain committed to continuing our efforts to achieve gender pay equity. We recognise that sustained focus and action are essential to closing the gap further. Several factors have contributed to The Star's GPG in this reporting period, including:

- Continued efforts to increase female representation across Levels of Work (LOW) 1-4 through recruitment, succession and talent retention,
- Improving the gender diversity in the Group Leadership Team (GLT) and Board levels,
- Continuing to educate and create awareness on gender equity through targeted D&I initiatives across all levels of the organisation and
- Proactively tracking gender metrics for LOW 1-4 positions, including shortlist and new hire demographics.

We recognise that fluctuations in the GPG are a natural part of organisational dynamics. However, The Star remains steadfast in our commitment to transparency and accountability in our efforts to achieve gender equity.

This commitment includes proactive measures to address disparities, foster an inclusive workplace, and drive meaningful change that delivers measurable outcomes. By continuously evaluating and refining our approach, we strive to create a workplace where all team members have equal opportunities to thrive.

If you would like to know more about the Workplace Gender Equality Act 2012 and the Gender Pay Gap, please visit [Workplace Gender Equality Agency Australia | WGEA](#).