



Sustainability: Our People

Crown Resorts is a significant Australian employer. Crown Melbourne is the largest private sector, single site employer in Australia, while Crown Perth is the largest private sector single site employer in Western Australia. This year, total payroll expenditure was more than \$790 million, with more than 15,000 people working at Crown Melbourne and Crown Perth across 700 different roles.

Crown has an outstanding record in employment and employee training and our learning and development pathways are widely acknowledged as a best practice model. In Melbourne, we have a \$10 million dedicated training facility, Crown College, and to date over 5,000 apprentices and trainees have graduated with nationally accredited qualifications. This year saw the enhancement of Crown College Perth to further support the development of our employees in Western Australia.

In 2013, Crown Melbourne was awarded the prestigious Australian Employer of the Year Award at the Australian Training Awards and in the same year was also awarded the Victorian Employer of the Year Award by the Victorian Government. We have previously won both awards as recently as 2010 and are the only organisation to win the national award twice.

Crown's learning and development program is widely acknowledged as a best practice model, as is our Indigenous Employment Program. Crown was the first company to sign the Australian Employment Covenant in 2009 with an initial pledge to create 300 job opportunities for Indigenous Australians. In 2012, that commitment was revised to 2,000 job opportunities by 2021. In September 2014, a considerable milestone towards this target was achieved, with the 400th job opportunity in the program filled.

Crown was recently awarded the Community Contribution Award at the 2014 Australian Business Awards in recognition of its ongoing commitment to Indigenous employment and the positive impacts this has on the broader community.

Through a focused Learning and Development strategy, our Indigenous employees are building valued careers in Crown and becoming future leaders within the community. As their experience and skills increase, these employees are

empowered to transfer this knowledge to their urban, regional and remote communities extending Crown's positive reach beyond our physical sites.

Crown's commitment to diversity in the workplace is also demonstrated through our CROWNability Program, which supports Crown's strategy to provide an employment pathway for people with disabilities.

Crown believes people with disabilities are an untapped resource in the Australian workforce. We recognise the benefits of creating sustainable employment opportunities for people with disabilities and have a goal to create a culture that encourages and supports the disclosure of disability.

This year, Crown has employed a full time Group Disability Manager to develop and expand the direction of the CROWNability program across our Australian resorts and has appointed a number of disability employment service providers in Melbourne and Perth to refer candidates to our recruitment teams.

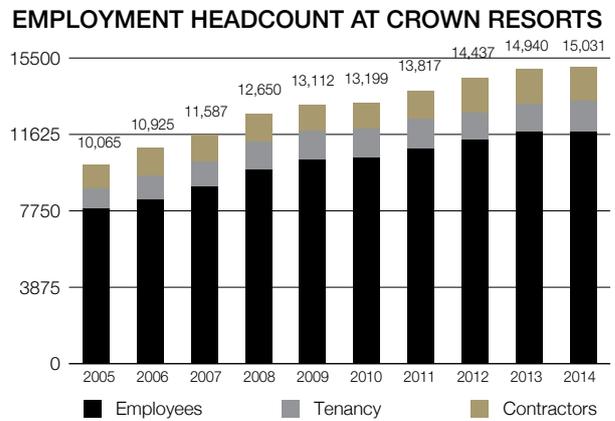
The CROWNability program works to build awareness of the opportunities of real jobs via the development of a recruitment process that is barrier free. It is our way to ensure people with disabilities are given every opportunity to gain and retain employment at Crown.

At the core of Crown's operations is a commitment to providing a safe work environment for all of our employees. In July 2014, Crown launched its new Health & Safety Management System, CrownSAFE. CrownSAFE will ensure a consistent approach to managing health and safety across Crown's properties and will further improve Crown's performance in reducing occupational injuries.

Crown Melbourne: Our People

More than 9,200 people come to work at Crown Melbourne, and we are proud to be Australia's largest single-site private employer.

To create an engaged workforce capable of providing high standards of service to all our visitors, the learning and development of our employees is one of our main priorities. Almost 300,000 hours of employee training were



completed during the period, with 495 employees commencing accredited qualifications. As well, over 260 employees are currently completing a Learning Pathways program at Crown Melbourne, which aligns careers with qualifications in the Australian Qualifications Framework.

Testament to our commitment to our employees and their ongoing training, Crown Melbourne was recently awarded Top 100 Companies Employer of Choice Award at the 2014 Australian Business Awards.

This is in addition to the previously mentioned Australian Employer of the Year Award at the 2013 Australian Training Awards and the Victorian Employer of the Year Award at the 2013 Victorian Training Awards.

Other awards for the year included winning the 2013 RACV Victorian Tourism Award for Tourism Education and Training and receiving a Bronze Qantas Australian Tourism Award also for Tourism Education and Training. Crown Melbourne was also a finalist for the Wayne Cascio Award for Organisational Development and Leadership from the Australian Human Resources Institute and a finalist in Organisational Learning Effectiveness from the Australian Institute of Training and Development.

Crown Melbourne has established several consultation committees, comprising employees and management from across the business. This includes an Employee Consultative Committee dedicated to discussing and consulting on change, a Work-Life Rostering Committee that focusses on improving the work-life balance of our employees, and a Crown Resorts Foundation Advisory Committee where employees are invited to contribute ideas and feedback to support the Crown Resorts Foundation Advisory Board. Employee Consultative Committees are also in place within the key business areas to concentrate on any specific areas of interest that impact that business area only.

Crown Perth: Our People

Crown Perth is Western Australia's largest single-site private sector employer with approximately 5,800 people working on site.

As the interest in the Crown brand continues to grow, so does the need to attract, develop and retain a competent workforce with diverse skills and experience. During the period almost 108,000 hours of training was completed at Crown Perth, with over 240 employees commencing accredited qualifications.

In 2013, Crown Perth invested more than \$2 million to redevelop its own purpose-built training facility, Crown College. Crown College will accommodate the training requirements for security, table games, food and beverage and other business units across the resort and includes a dedicated reception area, kitchenette and several training rooms.

During the period, 475 Crown Perth employees received a nationally accredited qualification, with almost 250 of these receiving a Certificate IV in Hospitality Supervision. Our apprentice chef commercial cookery program remains strong with 50 apprentices currently enrolled. A number of apprentices also participated in, and won, various external awards throughout the year.

This year, Crown Perth Recruitment focused on updating employee benefits and delivering a dedicated Talent Management program to better reflect changing trends in the market. In addition, we took the opportunity to increase digital communications, including social media, which assisted in broadening communication channels in a continued competitive labour market.

Recognising Crown Perth's high service standards and dedicated professionals, the Australian Hotels Association 2014 WA Accommodation Industry Awards announced in August that Crown Perth won all six major awards in which it was a finalist. For our people, these included Crown Perth's Hotels Engineering Manager receiving the Engineering and Maintenance Award for outstanding work across Crown Metropol Perth and Crown Promenade Perth, and Crown Metropol Perth's Housekeeping Manager (already Crown Perth's 2014 Employee of the Year) receiving a joint Housekeeping Award.



Sustainability: Responsible Gaming

Crown Resorts is proud of its ongoing commitment to providing world-leading responsible service of gaming programs and support services. Crown allocates significant resources to raising awareness of responsible gaming and to assisting customers enjoy their gaming experience.

In August 2010, the Crown Resorts Board established a committee dedicated to overseeing the responsible service of gaming at both Crown Melbourne and Crown Perth. The Responsible Gaming Committee, chaired by independent Director, Professor John Horvath, AO, meets at least six times a year.

The delivery of education, information, assistance and resources is at the centre of Crown's approach to responsible gaming and sustainable business practices.

Employee training and education at all levels is the cornerstone of Crown's responsible gaming program. Staff participate in training that begins at induction and continues throughout their career at Crown. Training focuses on legislative compliance and Crown policies, the identification of observable signs that a customer may be experiencing difficulty with their gambling and how to direct the customer to appropriate support services.

In a world first responsible gaming initiative, Crown Melbourne implemented an onsite support facility, the Responsible Gaming Support Centre (RGSC) in 2002. With its specially trained staff, the RGSC is a free service that is available 24 hours a day, seven days a week, and provides information in English and other languages. Crown Perth opened a similar centre in 2009.

Play Safe Limits, Crown's voluntary time and spend limit setting program (in place in Melbourne since 2003 and in Perth since 2010), allows Crown's loyalty club members who play gaming machines and fully automated table games to set daily spend and time limits.

Crown's Self-Exclusion Program, also available at both resorts, allows customers to voluntarily ban themselves from the gaming floor.

A Responsible Gambling Code of Conduct specific to each resort has been available for many years. The Codes describe and demonstrate how each property executes its

commitment to its customers and employees concerning the responsible service of gaming.

Responsible gaming is the shared responsibility of individuals, community, the gaming industry and the state government, working in partnership to achieve socially responsible outcomes that are responsive to community concerns. Crown is proud of its broad range of customer and employee programs promoting awareness of responsible gaming and remains actively involved with many community and government bodies.

In 2013, Crown signed a Memorandum of Understanding with Mission Australia outlining a commitment to working together to provide responsible gaming support services at the proposed Crown Sydney Resort. Through the partnership with Mission Australia, Crown will continue to evolve its approach to responsible gaming, ensuring it remains an industry leader.

Crown Melbourne: Responsible Gaming

Crown Melbourne's commitment to responsible gaming is long-standing, with a self-exclusion and customer assistance program available since the Melbourne casino's opening in 1994.

The resort's RGSC has been central to the delivery of all responsible gaming services since 2002. Open 24 hours a day, seven days a week, it is staffed by a team of highly trained professionals, including psychologists and a chaplain.

The RGSC facilitates the Self-Exclusion program, the Play Safe Limits program (voluntary time and spend limit setting) as well as providing chaplaincy support, individual counselling and referrals to government funded support services.

The Responsible Gaming team regularly engages with government, community and welfare organisations, including the Victorian Responsible Gambling Foundation, Gambler's Help and the Peer Connection programs. Participation in the Victorian Responsible Gambling Ministerial Advisory Council and its Working Groups continues.



The RGSC also hosts information sessions for community, government and industry. During the year, these visitors included Gambler's Help and Peer Connection program staff, Singapore government representatives, welfare services and industry staff.

In May 2014, Crown Melbourne again participated in Responsible Gambling Awareness Week, a Victorian government, community and industry initiative. As well as hosting a launch event, Crown Melbourne hosted smaller events for customers during the week. One of Crown Melbourne's responsible gaming messages, 'Have you had a break?', was headlined, with information presented on Crown Melbourne's extensive responsible gaming programs and services.

This year, the General Manager Responsible Gaming was invited to present at the Victorian Commission for Gambling and Liquor Regulation's Community Forum and delivered a presentation to students participating in the William Angliss Tourism and Hospitality Degree.

The Responsible Gaming logo and information is visible in the form of a sticker on all gaming machines and electronic table games and was updated to contain a QR Code for scanning and linking the user via an online App to the Crown Melbourne Responsible Gaming web page.

Crown Perth: Responsible Gaming

Crown Perth's Responsible Gambling Information Centre continues to implement Crown's responsible service of gaming initiatives and provides a focal point for interacting with customers who may need support, including referral services or information on self-exclusion and third party exclusion programs. The team consists of dedicated staff members from multi-disciplinary backgrounds who provide this free specialist service 24 hours a day, seven days a week.

This year, Crown Resorts has focused on specialised training, including cross-cultural awareness training of problem gaming interventions, mental health, drug and alcohol awareness, and leadership development to provide enhanced support and services to Crown Perth customers.

The Responsible Gambling team continues to engage and develop relationships with a wide range of community service organisations and industry partners. Continued engagement with Gambling Help WA has been very successful, with a focus this year on referrals to financial counsellors who provide additional support.

Crown Perth continues to promote Player Activity Statements and the Play Safe Limit Program, encouraging customers who play gaming machines to stay informed about their gaming. As an initiative to increase responsible gaming awareness, 'Know the electronic games' and 'Know the table games' brochures were introduced as quick guides to accompany pre-existing information.

Crown Perth's ongoing support for Responsible Gambling Awareness Week helps to raise awareness of its programs and the importance of responsible gaming. The "Take a break" theme was launched in the opening ceremony, which was attended by representatives from a variety of community service providers. To encourage Crown Perth customers to take a break, the week long initiative incorporated a free and informal coffee service in gaming areas.

The Responsible Gambling team has maintained a strong and positive working relationship with the Department of Racing, Gaming and Liquor. In addition, the team has established further connections with several local government and community bodies, including the WA Transcultural Mental Health Service, multi-cultural services and Aboriginal Alcohol and Drug Services.



Sustainability: Community

Crown has always been proactive in supporting the communities in which it operates. We recognise the positive impact we can have on social outcomes and have cultivated our approach over many years through community partnerships, sponsorships and creating employee volunteering opportunities.

A major long-term initiative to structure and shape our community contribution well into the future was the establishment of the Crown Resorts Foundation, announced in September 2013. Where relevant, it will formalise Crown's community involvement program and aggregate the range of community initiatives already being undertaken across our Australian resorts.

We are proud of the partnerships with leading charities and community services organisations we maintain. These partnerships include Reconciliation Australia, Mission Australia and United Voice (NSW Branch). Some community partnerships will now be overseen by the Crown Resorts Foundation, including those with the National Centre for Indigenous Excellence (NCIE), The Salvation Army and the Father Bob Maguire Foundation.

Crown continues to host and support many events that promote and fundraise for charitable organisations. In 2014 this included providing Crown's corporate entertainment facilities at the Formula 1 Australian Grand Prix Paddock to a fundraising arm of the Cancer Council. As well, the Crown Resorts Autumn Ladies Luncheon, held in Sydney in April, raised funds to support the White Ribbon Foundation, an organisation dedicated to raising awareness of domestic violence against women.

This year, Crown also utilised some of its sporting sponsorships to help raise the profile of significant community campaigns. One example was the National Rugby League *Close the Gap* round, where Crown joined with its sponsored South Sydney Rabbitohs team to promote KARI Aboriginal Resources, Australia's largest accredited Aboriginal children's service. Crown donated its South Sydney Rabbitohs' front-of-jersey position to KARI Aboriginal Resources for the game, to help raise awareness of its foster care programs.

Crown Melbourne's Community Support

Crown Melbourne has continued its significant investment in community initiatives through corporate sponsorships and generous financial contributions. Use of Crown facilities, employee time and donated Crown Melbourne packages are other ways we continue to support a broad range of community activities and charities.

Crown Melbourne is a long-term premium partner of the Victoria Police Blue Ribbon Foundation, sponsoring *Blue Ribbon Day* since its inception in 1999 and hosting the annual *Blue Ribbon Ball* at the Palladium. In recognition of this generous and sustained support, Crown was awarded the Foundation's highest honour, the 2014 Frank Green Memorial Award.

Major continuing event sponsorships for the year included *Starry Starry Night* for the Alannah & Madeline Foundation, the *Ronald McDonald House Charities Ball*, the *My Room Ball* for the Children's Cancer Centre Foundation at the Royal Children's Hospital Melbourne, the *Reach Ball and Breakfast* for Reach, the *Robert Allenby Gala Dinner for Challenge*, *Fashion Aid* for HeartKids Australia, the *L'Oreal Fashion Lunch* for the Royal Children's Hospital Foundation, the Think Pink Foundation's *2014 Masquerade Ball* and the Royal Children's Hospital *Neonatal Unit's Celebration of Life*.

In addition, Crown supported the *Epworth Medical Foundation Dinner*, the *Financial Markets Foundation Gala Ball*, the *Susan Alberti Charitable Foundation Gala Ball* and the *Fight Cancer Foundation Red Ball* through major event sponsorships.

Many of our employees enthusiastically volunteer their time and give personal donations and the Staff Club is active in encouraging and coordinating participation in many charitable initiatives. Some of these included the *Red Cross Typhoon Haiyan Appeal* (matched dollar-for-dollar by the Crown Resorts Foundation), *Australia's Biggest Morning Tea* for the Cancer Council, the Royal Children's Hospital *Good Friday Appeal*, *The Salvation Army Red Shield Appeal* (plus a \$10,000 donation to Melbourne's appeal by the Crown Resorts Foundation), the Royal Children's



Hospital Kids Day Out, the *Salvos in the City Christmas Appeal* (also supported by the Crown Resorts Foundation), *The Salvation Army K-Mart Wishing Tree, Around the Bay in a Day* for the Smith Family, as well as for HeartKids and Ballarat Zoo. Every year, Crown chefs prepare festive meals for delivery by dedicated Crown employees on Christmas morning. This supports the work by Open Family and Whitelion in ensuring many people enjoy a special meal on Christmas Day.

Crown Perth's Community Support

Crown Perth continues to be proud of the funding contributions and assistance it provides to many worthwhile causes across the community. We also provide ongoing support to a large number of community activities and charities through the use of Crown venues, the provision of auction items and employee time.

The Telethon Mega Bingo was held for the last time at the Dome, attended by more than 5,500 people and raising \$90,000 for Telethon. Crown Perth continued its major support of Telethon by pledging \$2 million in support of the child health services that benefit from Western Australia's largest fundraising initiative.

Crown Perth also supported the 'Tour De Crawford' breast cancer awareness and fundraising initiative in which Australian Football League legend Shane Crawford cycled from Melbourne to Perth. Raising more than \$1.32 million for the Breast Cancer Network Australia, the end of the ride was televised live for The Footy Show and broadcast from Crown Theatre Perth.

Our long-standing support of Foodbank WA continued in 2014 with daily soup donation, financial support and staff donations. A Crown Perth executive chef also volunteered their time for a mobile soup kitchen during Homeless Persons Week. Crown Perth has donated more than 175,000 litres of soup to Foodbank WA since 1999, which is distributed to over 600 charitable organisations and schools.

Crown Perth turned pink during October for Breast Cancer month and in 2013 we hosted a charity Pink Poker Tournament, which raised more than \$40,000. Crown Perth continued to host some of Western Australia's major fundraising events during the year, including *Styleaid* for the WA AIDS Council, the *Boobalicious Ball* for Breast Cancer Care WA, the *Op Shop Ball* for Anglicare, the *Night of Nights Ball* for Youth Focus and the *Ronald McDonald House Charities Ball*.

Many of Crown Perth's employees provide support through workplace giving and personal donations. *The Salvation Army Red Shield Appeal*, the *CEO Sleepout* for St Vincent De Paul and the *Anglicare Winter Appeal*, which has been a 15 year partnership, are some of the initiatives that staff have supported during the year. In addition, there was the Red Cross Typhoon Haiyan Appeal (matched dollar-for-dollar by the Crown Resorts Foundation) and an appeal by The Salvation Army for those affected by the Perth Hills bushfires in January 2014. Crown Perth, through the Crown Resorts Foundation, made a separate donation of \$30,000 to this cause.

Volunteering also plays a big part in Crown Perth employee support. The Hotel Sales team volunteered for the *Make a Meal* program at Ronald McDonald House and cooked meals for the children and their families. Also, as part of leadership and development team building, employees physically built brand new bicycles for both Ronald McDonald House Charities and The Salvation Army.



Sustainability: Environment

Crown Resorts is committed to taking action towards minimising its environmental impact and we aim to be a leader in sustainable business practice in our industry. Our programs focus on three major areas: energy efficiency; water conservation, and; life cycle management.

This year, our Australian resorts have achieved a reduction in greenhouse gas emissions of 4.2% compared to the previous financial year, despite increasing business activity across both properties.

Crown's Environmental Committee comprises representatives from each major business unit from both resorts. The Committee focuses on numerous energy, water, and waste management initiatives, while providing advice to the Executive teams at both resorts on policy development.

In addition to its organisational programs, Crown proudly participated in a number of major community-based initiatives. These included the global *Earth Hour*, *Clean-up Australia Day*, *World Environment Day* and for the fifth year, the *Carbon Disclosure Project*.

Crown Melbourne: Environment

Crown Melbourne reduced its greenhouse gas emissions by 5.0% this year, compared to the previous financial year.

The resort continued to implement a variety of initiatives, including its fifth year of investment in a resource monitoring and reporting system that provides live data for measuring electricity, gas and water consumption throughout the property. This system provides each business unit with daily, weekly and monthly reports to assist in reducing and monitoring consumption.

Over the same five-year period, more than \$11 million was allocated to resource-saving projects such as the carbon offset program for hotel guests as well as employee-based training initiatives and those from Crown Melbourne's Eco-Shoots.

Crown introduced its carbon offset program for guests in our hotels – a first in the hospitality and tourism industry – in partnership with Climate Friendly in April 2012. This program was recertified in 2014 under the Australian Government's National Carbon Offset Standard. When a guest voluntarily offsets their hotel stay, function, or conference event, we offset their emissions by purchasing carbon credits in Tasmanian forestry projects.

This year, Crown introduced an environmental sustainability online training module for all employees and contractors. The induction software incorporates the latest in interactivity and behavioural change concepts to ensure optimal uptake from participants.

Crown Melbourne's Eco-Shoots team (comprising of volunteer employees) was formed in 2011 and continues to conduct monthly environmental awareness campaigns that encourage employees to reduce, re-use and recycle.

In addition, Crown Melbourne continues its membership to a number of organisations, including the Australian Packaging Covenant, Waste Wise, and the City of Melbourne's 1200 Buildings Program, which aims to retrofit existing buildings to reduce the city's environmental impact.

Energy Efficiency

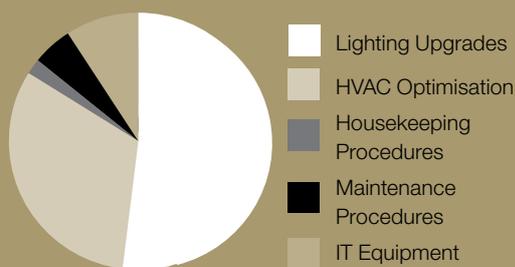
Crown Melbourne completed its energy efficiency upgrade of Crown Metropol Melbourne in March 2014. The project aimed to reduce greenhouse gas emissions by 2 million kilograms of carbon dioxide, or a 16% reduction. To achieve this, we replaced more than 6,000 lights with LED technology, optimised heating, cooling and ventilation control, and improved housekeeping and maintenance procedures.

Through its investment in smart engineering across the resort's IT, lighting, heating, ventilation and air conditioning systems, Crown Melbourne has achieved a demonstrable outcome that has created significant savings. As Australia's largest single-site private employer operating 24 hours a day, seven days a week, with a focus on guest experience, there will always be challenges to the implementation of energy efficient initiatives. The success of this upgrade project proves that energy efficiency can be achieved in the most complex of environments.

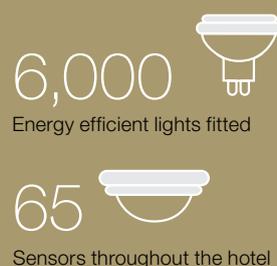
Together, Crown Melbourne's energy efficiency projects for this year have resulted in a carbon dioxide abatement of more than 6,800 tonnes, the equivalent of powering more than 560 homes or removing 1700 cars from the streets. Crown's reporting system provides accountability for energy performance and a process of continuous improvement.

Crown Metropol Melbourne's Journey to Energy Efficiency:

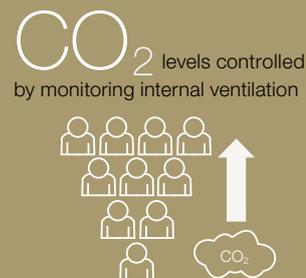
CO₂ Savings by Category:



Lighting Projects:



HVAC Projects:



HVAC = Heating, ventilation and air conditioning

Water Conservation

Crown Melbourne has invested in a number of water efficiency projects since 2010, resulting in significant water consumption savings across the resort.

This year, we have continued operating our water-recycling system, generating 1.4 million litres of recycled water used for toilet flushing, and have also expanded our rainwater harvesting to a total capacity of 300,000 litres. These systems have the potential to save 6 million litres of drinking water every year. We have also upgraded more than 500 shower heads, 400 taps and 140 toilets.

Life Cycle Management

Life Cycle Management programs allow us to better manage or expand the total life cycle of products and services. We work with suppliers, employees, customers and waste management contractors to actively manage the manufacture, distribution, consumption and disposal of as many products as we can across the resort.

Crown Melbourne continued to expand its recycling systems, which now include those for soft plastic, green waste, polystyrene, e-waste, food, metal, fluorescent tubes, batteries, oil, CDs, DVDs, corks, mobile phones, metal, wood and gaming cards.

In March 2014, Crown joined an Australian-first initiative in recycling cigarette butts across the resort. Cigarette waste was collected and dispatched to Terracycle for conversion into recycled plastic items such as containers and ash trays.

Crown Perth: Environment

Crown Perth reduced its greenhouse gas emissions by 2.1% this year, compared to the previous financial year.

For five years, Crown Perth has invested in a comprehensive resource monitoring and reporting system that provides live data for measuring electricity, gas and water consumption throughout the resort. This year, we continued to install water and energy sub-metering across the property to monitor and improve consumption.

The resort continues to improve employee awareness of environmental issues by providing ongoing relevant information, in conjunction with an employee education program that commenced in December 2012.

Crown Perth also continued its partnership with the Sustainability Environmental Association.

Energy Efficiency

Crown Perth continues to implement resource-saving projects that reduce our impact on the environment. This year, these included the upgrade of 15,000 lights across the resort to more efficient LED technology, the upgrade of Crown Metropol Perth architectural façade lighting to more efficient LED technology, time scheduling to convention areas and the continual review of restaurant and office areas to match operational requirements. These initiatives have reduced lighting consumption by 80%.

Water Conservation

Crown Perth continues its strong focus on water conservation and this year initiated a resort-wide water audit, which has recommended additional sub-metering and ongoing review and installation of tapware aerators (restrictors) in all areas.

Water saving initiatives include the installation of 2.5-litre tapware aerators to hand basins, a main water supply water-flow meter to allow for active monitoring of water use, and water-saving shower heads and tapware at Crown Metropol Perth and Crown Promenade Perth.

Crown Perth was awarded a Bronze Award from the Water Corporation of Western Australia for conserving between 10% and 25% of water across both the Crown Metropol Perth and Crown Promenade Perth hotels.

Life Cycle Management

Crown Perth has implemented a resort-wide recycling program, including a food waste recycling system, allowing the resort to annually divert from landfill more than 80% of waste (approximately 5,000 tonnes), reducing carbon dioxide emissions by approximately 2,500 tonnes each year. This has been achieved by identifying a new waste facility that has a process of extracting food waste from the putrescible waste stream.

Crown Perth continued to expand its recycling systems, which now include those for soft plastic, green waste, polystyrene, e-waste, food, metal, fluorescent tubes, oil, batteries, wood and gaming cards.



The Crown Resorts Foundation

In September 2013, the Board announced the establishment of the Crown Resorts Foundation. The Crown Resorts Foundation will engage with and provide financial support to programs with demonstrated success in the areas of community welfare, education, health care and research, the arts and the environment.

The Crown Resorts Foundation is overseen by the Crown Resorts Foundation Board, which comprises The Hon. Helen Coonan (Chair), Rowen Craigie, John Horvath AC, and Harold Mitchell AO.

The Crown Resorts Foundation is committed to creating and supporting opportunities across the communities in which it operates. Through its partnership with the Packer Family Foundation, its close working relationship with Crown Melbourne and Crown Perth and particularly through the support of their employees, it aims to inspire positive change.

\$200 million National Philanthropic Fund

In July 2014, a \$200 million National Philanthropic Fund was announced - a joint commitment by the Crown Resorts Foundation and the Packer Family Foundation.

The \$200 million National Philanthropic Fund will be allocated over ten years, with \$100 million allocated to the National Arts Fund for eligible charities which promote the arts; and \$100 million allocated to the Community Partnerships and Indigenous Education Fund for eligible charities which support the broader community and, in particular, Indigenous education.

The National Philanthropic Fund is administered jointly by the Crown Resorts Foundation Board and the Packer Family Foundation Board, with both Boards offering extensive philanthropic experience.

“I applaud and thank the Packer Family and Crown Resorts Foundation for the significant and generous contribution they have made to Australia’s arts sector and for their leadership in building a culture of giving in Australia.”

Attorney General, Senator The Hon. George Brandis on the announcement of the \$200 million National Philanthropic Fund

Improving the accessibility and availability of the arts across Australia

The \$100 million National Arts Fund aims to promote both access to and the development of the arts across Australia.

One of the first partnerships announced by the National Arts Fund, is with the Melbourne Theatre Company (MTC). The funding will enable the MTC to provide live theatre experiences and subsidised access to around 17,500 disadvantaged young people and families each year. It will also allow them to take education productions on tour to regional Victoria and Tasmania and further, it will provide for a multi-year Indigenous scholarship program.



Royal De Luxe's *The Giants*, which will be presented at the 2015 Perth International Arts Festival, is the first Western Australian arts project to be supported by the Crown Resorts Foundation (in collaboration with the Western Australian Government). Based on the story of Gallipoli-bound troops and Fay Howe of Breaksea Island Lighthouse, *The Giants* will also serve as part of the commemoration of the centenary of World War I.

The \$100 million National Arts Fund will encompass the \$60 million Crown Resorts Foundation Sydney Arts Fund which was announced in November 2013. Over 10 years, beginning in financial year 2015, \$30 million will be committed to Sydney art and cultural institutions, and \$30 million to Western Sydney arts projects, through a merit-based grants process.

Strengthening communities and Indigenous education

The \$100 million Community Partnerships and Indigenous Education Fund aims to strengthen communities by providing assistance to community organisations where it is needed. It will principally support innovative programs that provide some of Australia's most marginalised youth with the confidence to grow and to succeed.

The first Crown Resorts Foundation Community partnership announced was The Salvation Army (Melbourne Project 614). This partnership formalised the relationship which had been developed by Crown Melbourne over many years.

Through this partnership, the Crown Resorts Foundation has committed \$750,000 to The Salvation Army over the next five years. The Crown Resorts Foundation and The Salvation Army will work together on several charitable projects including employee volunteering opportunities, providing training and employment pathways and funding the new 'Night Watch' program.

The Salvation Army's 'Night Watch' program operates in Melbourne's CBD and inner city and provides for two qualified and experienced workers, along with a team of trained volunteers to provide a critical response service for people experiencing drug and/or alcohol intoxication, separation from friends, homelessness or emotional distress.

The Community Partnerships and Indigenous Education Fund has also confirmed support for organisations such as the Exodus Foundation's with their Aboriginal Literacy Program in Darwin and the Father Bob Maguire Foundation, which operates in and around the Melbourne CBD.

During the year, the Crown Resorts Foundation also supported fundraising initiatives in New South Wales, including the *We're for the Kids Appeal* for the Sydney Children's Hospital, *The Salvation Army's NSW Bushfire Appeal* for those affected by the New South Wales bushfires, and the *RiseForAlex* campaign to support the recovery of Alex McKinnon, a former Newcastle Knights footballer who suffered a devastating spinal injury.

Utilising the close working relationship with Crown Resorts

The Crown Resorts Foundation formalises Crown's community involvement program and community initiatives already being undertaken at Crown's Australian resorts.

In addition to supporting Crown Melbourne and Crown Perth employees in their fundraising goals, the Crown Resorts Foundation seeks to leverage Crown Resort's sporting sponsorships to bring greater attention to worthy causes.

In May, the Crown Resorts Foundation launched its inaugural *Crown Resorts Foundation Charity Challenge*, utilising one of the National Rugby League Premiership games between the Crown-sponsored South Sydney Rabbitohs and Melbourne Storm to raise the profile of and act as a fundraising event for a chosen charity partner. This year's chosen charity was the Ovarian Cancer Research Foundation (OCRF), whose logo appeared on all player jerseys. The Crown Resorts Foundation donated \$25,000 upon completion of the match and a further \$1,000 per try as well, further funds were contributed by both teams.