



# Crown Resorts Limited Health, Safety and Wellbeing Policy

Crown Resorts Limited ACN 125 709 953

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## 1. Document Control

<b>Policy Title</b>	Crown Resorts Limited – Health, Safety and Wellbeing Policy
<b>Policy Owner</b>	Maria Zoras – Christo - Executive Group General Manager – Employee Relations, Safety & Wellbeing
<b>Summary</b>	The Health, Safety & Wellbeing Policy shall detail the commitment, framework and behaviours required to ensure, so far as is reasonably practicable, a safe and healthy environment is provided and maintained for all Team Members, contractors and guests.
<b>Effective Date</b>	23-AUG-23
<b>Last Review</b>	JUL-2023
<b>Next Review Date</b>	SEP-2024
<b>Approved by</b>	Crown Resorts Limited Board of Directors

## 2. Definitions

**Crown** means Crown Resorts and the companies described in the Crown Group.

**Crown Group** means the following majority owned Australian subsidiaries of Crown Resorts and any related body corporate:

- (a) Crown Melbourne Limited (**Crown Melbourne**);
- (b) Burswood Nominees Limited (**Crown Perth**);
- (c) Crown Sydney Gaming Pty Ltd and Crown Sydney Property Pty Ltd (collectively, **Crown Sydney**).

**Crown Resorts** means Crown Resorts Limited (ACN 125 709 953).

**Team Member** means any person performing duties on behalf of Crown, whether directly employed or contracted by Crown and includes directors and officers and permanent, fixed-term, temporary, volunteer, full-time, part-time and casual employees of Crown or agency workers.

### 3. Policy Overview

#### 3.1 Purpose of Policy

The purpose of this policy is to outline Crown’s commitment to protecting the health, safety and wellbeing of all Team Members, contractors and the people who visit our properties.

#### 3.2 Scope and Application of Policy

This policy applies to all Team Members and contractors of Crown Resorts.

#### 3.3 Policy Alignment to Crown Code of Conduct and Values

The Crown Code of Conduct is the policy that governs behaviour at Crown.

This policy aligns to the Crown Values and promotes the behaviours **and mindsets that will embed those values and continue to promote our culture. The table below summarises some of the key areas of alignment for this policy.**

Value	Alignment
We act with integrity	Prescribes key requirements for: <ul style="list-style-type: none"><li>○ the development, implementation and maintenance of the workplace health and safety framework and systems which comply with applicable laws, regulations and standards, and</li><li>○ auditing and reporting performance against measurable objectives and targets.</li></ul>
We care	Prescribes key requirements for the: <ul style="list-style-type: none"><li>○ identification and control of workplace risks,</li><li>○ rehabilitation and wellbeing of injured Team Members, and</li><li>○ balance between work and lifestyle.</li></ul>
We work together	Prescribes key requirements for: <ul style="list-style-type: none"><li>○ the open communication and consultation of health, safety and wellbeing matters, and</li><li>○ the training and supervision of Team Members and contractors to perform their tasks safely.</li></ul>
We strive for excellence	Prescribes key requirements for: <ul style="list-style-type: none"><li>○ leadership and commitment to health, safety and wellbeing, and</li><li>○ behaviours that promote a culture of inclusion, community, accountability, respect and continuous improvement.</li></ul>

## 4. Policy

### 4.1 Our Vision

4.1.1 Crown Resorts is focused on creating a safe, healthy, and inclusive environment where our people bring their best selves to work, thrive and go home safely.

### 4.2 Our Commitment

4.2.1 Crown Resorts is committed to protecting the health and safety of its Team Members, contractors, and customers by eliminating or minimising risks to health, safety and wellbeing at the workplace.

4.2.2 Crown Resorts will achieve this by encouraging a positive safety culture, implementing safety strategies, and by providing a workplace which incorporates safety into all aspects of work.

4.2.3 This commitment is integral to the way we do business. The safety and wellbeing of our people and customers is our highest priority.

4.2.4 The following principles are central to Crown Resorts approach to health, safety and wellbeing:

- being healthy and safe at work is best achieved by being proactive, rather than reactive,
- no task is so urgent or important that it cannot be done safely – if it cannot be done safely, it should not be done at all,
- if you think something is unsafe, stop immediately – you will never be penalised or suffer detriment for raising genuine concerns in good faith regarding health and safety,
- the reporting of unsafe practices, hazards, risks and / or incidents immediately is a critical part of Crown achieving its objectives in this policy,
- it is always okay to ask for help,
- protecting mental health and wellbeing is just as important as protecting physical health and safety, and risks to health (including mental health) will be managed in the same risk assessment framework that is used for physical risks; and
- health, safety and wellbeing is everyone’s responsibility.

### 4.3 Our Objectives

4.3.1 Our Objectives are to:



#### 4.4 Our Pillars:

4.4.1 Our Pillars to support our Objectives are:



#### 4.5 Our Framework & Strategy

4.5.1 Crown Resorts will develop a work, health and safety framework that properly understands and responds to workplace risks and tailors our safety strategies in keeping with the Crown vision. This framework will be continually and constantly reviewed and updated, as appropriate.

4.5.2 To do this, Crown will develop, implement, and maintain work health, safety and wellbeing systems which:

- comply with all legal obligations relating to health and safety (including but not limited to the applicable Federal and state legislation(s)), including assisting senior Team Members to satisfy their due diligence obligations,
- educate, train and empower Team Members and contractors on Crown’s safety policies and encourage a strong reporting culture, without fear of retribution,
- so far as is reasonably practicable, identify and control all risks, including psychosocial risks, to our Team Members, contractors and the community,
- enable the accurate and timely reporting of all incidents and hazards,
- enhance Team Member wellbeing and safety by engaging with our Team Members through open consultation, cooperation and coordination, ensuring Crown has relevant, practical and innovative systems and controls to properly manage health and safety risks and promote wellbeing, and
- support and promote the social, physical and mental wellbeing and safety of our people.

4.5.3 The effectiveness of our work health, safety and wellbeing systems will be subject to regular audits, and performance will be measured against quantifiable objectives and targets. This will ensure Crown’s objectives are achieved and promote continuous improvement to our work health, safety and wellbeing systems.

## **4.6 Our Behaviour**

### **4.6.1 Crown will:**

- consistently demonstrate leadership in accordance with The Crown Values and commitment to health, safety and wellbeing,
- require Team Members, contractors and the people who visit our properties to exhibit behaviours that promote a culture of inclusion, community, accountability, respect and continuous improvement in health, safety and wellbeing,
- work with and support Team Members to ensure a timely return to work by providing appropriate rehabilitation and wellbeing programs, and
- value and promote the balance between work and lifestyle.

## **4.7 Responsibilities**

4.7.1 Health, Safety & Wellbeing is everyone's responsibility.

4.7.2 All levels of management are responsible and accountable for the mental and physical health, safety and wellbeing of those Team Members they are responsible for.

4.7.3 This Policy will be managed by the Health Safety & Wellbeing Team.

## **4.8 Reporting unsafe behaviour and safety breaches**

4.8.1 Crown Resorts expects all staff and contractors to report unsafe practices, hazards and /or incidents immediately to their direct reports and / or managers, and / or via

4.8.2 The Crown Incident management system, Riskware known as OSCAR.

## **4.9 Potential Breach Consequences**

4.9.1 Failure to adhere to this Policy may result in disciplinary action up to and including termination of employment.

## **4.10 Sharing of information with other Crown properties**

4.10.1 Safety is the responsibility of everyone at Crown, and our Team Members and leaders on the ground are integral to achieving a safe workplace. We can also learn from each other at other properties. Crown therefore strongly encourages its Team Members to share information with Team Members at other Crown properties on how the management of health, safety and wellbeing can best be achieved and improved at each property.

## 5. Feedback and Questions

Crown Team Members and contractors may provide feedback or ask any question about this document by contacting the relevant property Health Safety & Wellbeing Team.

## 6. Relevant Legislation, Regulations and other Guidance Documents

Document Title	Link
<i>Work health and Safety Act 2011</i>	<i>Federal Legislation</i>
<i>Occupational Health and Safety Act 2004 (Vic)</i>	<i>Victorian Legislation</i>
<i>Occupational Health and Safety Regulations 2017 (Vic)</i>	<i>Victorian Regulations</i>
<i>Work Health and Safety Act 2020 (WA)</i>	<i>Western Australian Legislation</i>
<i>Work Health and Safety (General) Regulations 2022 (WA)</i>	<i>Western Australian Regulations</i>
<i>Work Health and Safety Act 2011 (NSW)</i>	<i>New South Wales Legislation</i>
<i>Work Health and Safety Regulations 2017 (NSW)</i>	<i>New South Wales Regulations</i>

## 7. Relevant Crown Policies and Documents

Document Title
<ul style="list-style-type: none"><li>• Crown Code of Conduct</li><li>• CrownSAFE Policy and Procedures</li><li>• CrownSAFE Document – CS101 Responsibility &amp; Accountability</li></ul>

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*Crown reserves the right to amend, cancel or extend policies. All policies filed to the Crown Website/intranet are current. If you are referring to a hard copy, please ensure it is the most recent version.*

**Crown Resorts Limited**  
August 23

## Appendix A

### Document History

Version	Date	Modified by	Comments
2.0	30/01/2023	Policy Uplift Program	This policy has been uplifted from the previous Health, Safety & Wellbeing policy.