



SUPPLIER CODE OF CONDUCT





Introduction & objectives

Crown Resorts proudly adheres to ethical and sustainable practices. In all aspects of our operations, we aim to run a fair and viable business that contributes to society and protects human rights and the environment. When it comes to procurement, we expect our suppliers to also operate ethically and to source and use ethical and sustainable products and suppliers.

We have developed this Supplier Code of Conduct so that you know what we expect of you as one of our chosen suppliers. Please distribute this Code of Conduct to your employees, suppliers and other parties whose goods and services are ultimately used by Crown Resorts so that we all share a common goal.

We trust that you will take these principles to heart so that we can work together to create a supply chain that is characterised by fairness, equality and environmentally sound practices. It is what we do, not just what we say, that makes our respective businesses profitable, while making a positive impact on our people and our community.



Corporate governance, ethics & regulatory

Crown Resorts adheres to good corporate governance practices, some of which are summarised below. For detailed information go to:

- www.crownresorts.com.au/corporate-governance/policies to see our corporate policies
- www.crownresorts.com.au/privacy-policy to see our privacy policy.

Anti-Bribery and Corruption

We have a zero tolerance approach to acts of bribery or corruption by our employees and any of our associates, including our suppliers.

Conflicts of Interest

A conflict of interest exists where a person's loyalties are divided or might be perceived to be divided. Our employees and suppliers must guard against any perceived, potential and/or actual conflict of interest while employed by, or acting on behalf of, Crown Resorts.

Gifts, Gratuities, Hospitality and Entertainment

Gifts, gratuities, hospitality and entertainment must not be given or received with the intention of influencing a business decision or securing an unfair business advantage. However, these exchanges are acceptable if they:

- are reasonable in cost;
- are proportionate to the business relationship;
- are given in good faith; and
- comply with applicable law and Crown Resorts' policies

Confidentiality and Privacy

Crown Resorts must comply with the *Privacy Act 1988* (Cth), which includes the Australian Privacy Principles. To adhere to these principles, we have a clear and up-to-date policy that sets out how we collect, store, use and disclose personal information.

Import Duties and Requirements

When goods are imported into Australia, relevant local and international laws are designed to protect people, businesses and ecosystems. Crown Resorts requires its suppliers to contribute to this protection by adhering to these laws.

What we expect of our suppliers

We expect you to:

- comply with all relevant legislation, particularly in relation to anti-bribery, anti-corruption and anti-money laundering, as well as Crown Resorts' Anti-Bribery and Corruption Policy;
- comply with all relevant Australian and international laws relating to the importing of goods and complete all relevant documentation accurately and honestly;
- never engage in fraudulent, corrupt or collusive activities, directly or indirectly;
- properly manage your risk, governance and compliance obligations;
- maintain accurate records of your financial transactions;
- protect confidential, private or commercially sensitive information relating to Crown Resorts and our employees and other stakeholders, and only use such information for a proper purpose and in accordance with the terms and conditions of any applicable agreements; and
- where appropriate, have relevant policies and procedures that stipulate appropriate governance practices and ethical behaviours for your employees and suppliers, including a grievance policy for employees, suppliers and clients and a whistle-blower policy which is accessible in relevant jurisdictions.



Human rights & workplace conditions

Crown Resorts recognises the importance of its staff and those of its suppliers in maintaining the standards of our business operations. Crown Resorts fosters a culture that values diversity, equal employment opportunity and gender equity and has programs in place to support the employment of Indigenous Australians and people with disability. In doing so, we aim to achieve a workplace that is free from discrimination, harassment, bullying and unfair work practices.

What we expect of our suppliers

We expect you to:

- comply with all relevant laws including the *Modern Slavery Act 2018* (Cth) and international human rights and modern slavery laws, declarations and any other mandatory human rights due diligence legislation or modern slavery reporting requirements;
- provide your employees, subcontractors and agents with fair work and working conditions, including leave, appropriate work breaks and other benefits required by relevant laws (e.g. superannuation, workers compensation insurance, parental and carer's leave);
- provide proper and timely payment to your employees, subcontractors and agents, including equal pay for equal work and appropriate overtime rates;
- not engage or support any trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour;

- build a workplace culture that is free of discrimination, violence, harassment and bullying and does not tolerate physical, sexual, psychological or verbal harassment or abuse;
- train employees so that they understand their rights and obligations relating to human rights and workplace conditions;
- allow your employees to freely associate with, join or form industrial organisations and engage in legal industrial action without interference, discrimination, retaliation or harassment (or choose not to do any of these); and
- take appropriate measures to ensure that suppliers in your supply chain also adhere to these standards.

Health & safety

Crown Resorts protects and promotes the health and safety of the people who work with us, as well as people who visit and use our facilities. To view our Occupational Health and Safety Policy, go to www.crownresorts.com.au/corporate-governance/policies.

What we expect of our suppliers

We expect you to:

- comply with all relevant health and safety laws;
- where appropriate, have a health and safety policy that employees understand;
- provide a clean and safe workplace;
- train employees in relevant health and safety practices; and
- accurately record and manage health and safety risks and events.



Environmental sustainability

Crown Resorts implements sustainable energy, water and waste practices to reduce our environmental impact while maintaining a viable and successful business. For further information, go to www.crownresorts.com.au/corporate-governance/policies.

What we expect of our suppliers

We expect you to:

- comply with all relevant laws relating to the protection of the environment;
- where appropriate, have policies and procedures that promote efficient use of energy, water and natural resources;
- where appropriate, have policies and procedures that reduce the risk of pollution and other forms of harm to the environment;
- train your employees about relevant laws, policies and procedures;
- store, transport, use and dispose of any hazardous materials safely and responsibly; and
- have a system that sets out how you identify, manage and report on environmental risks and events.

Supplier diversity

Crown Resorts works to create an environment in which equity and diversity are incorporated into our day-to-day business, and are recognised as essential to our ongoing success.

We support diversity of suppliers by engaging minority-owned businesses, including: Indigenous-owned businesses, enterprises that embrace gender equity and people with disability, as well as community partners.

Supporting Indigenous Australians in our supply chain

The commitments in our Elevate Reconciliation Action Plan (RAP) aim to ensure that Crown Resorts—and our suppliers—support Indigenous Australians by directly procuring goods and services from Indigenous-owned enterprises and organisations that employ Aboriginal and Torres Strait Islander Australians.

Supporting people with disability in our supply chain

Crown Resorts aspires to be a disability-confident organisation, which includes an expectation that our suppliers and corporate partners adopt access and inclusion practices where appropriate. By choosing to prioritise engagement with suppliers and partners who value access and inclusion, Crown Resorts will increase disability confidence of people not only in our business, but also in the broader community.

Supporting gender equity in our supply chain

Focusing on gender equity is a critical part of strengthening our inclusive and diversity employment practices, therefore we are interested in partnering with suppliers that demonstrate a similar focus and commitment.

What we expect of our suppliers

We expect you to:

- select and promote employees on merit, regardless of ethnicity, gender or other characteristics that do not affect a person's ability to perform in their role;

- where practicable, promote the employment and promotion of people with disability;
- where appropriate, have policies that address gender imbalances at all levels of your organisation; and
- where practicable, seek to engage Indigenous-owned enterprises and organisations that employ Aboriginal and Torres Strait Islander Australians and promote the employment of Aboriginal and Torres Strait Islander Australians.

Risk management

Crown Resorts implements thorough risk management processes as part of its corporate governance.

What we expect of our suppliers

We expect you to:

- where appropriate, have policies and procedures that identify, manage and control relevant risks associated with your operations, including those related to your supply chain, HR policies and practices, health and safety, corporate governance, environmental practices, human rights (including modern slavery) and business ethics;
- identify and evaluate potential risks relating to critical incidents, emergencies and business continuity;
- have relevant plans (e.g. Emergency Management Plan, Business Continuity Plan, Data Recovery Plan) to protect people's lives, the environment, data and your business' property and operations during a critical event or emergency;
- as appropriate, regularly test, review, and make appropriate updates to relevant policies, procedures and plans;
- regularly assess risks in your operations and facilities and, where possible, those in your supply chain; and
- in relation to human rights impacts, provide accessible grievance mechanisms and commit to appropriate remedy when you have caused or contributed to harm.

Assessment & review

We reserve the right to periodically assess your practices that relate to this Code of Conduct. This may include asking you for information, visiting your site, asking you to conduct a self-assessment or working with you to identify and implement best practice and continuous improvement.

What we expect of our suppliers

We expect you to:

- provide full, open and honest responses if we ask you for relevant information; and
- complete any agreed plans for correcting and improving your operations.

Whistleblower Policy

Crown's Whistleblower Policy applies to Crown's suppliers and their employees.

If you believe that a supplier or a person within Crown is not complying with this Code, you are encouraged to report a breach to STOPLine, Crown's independent and confidential service, or otherwise in accordance with Crown's Whistleblower Policy.

For further information, refer to Crown's Whistleblower Policy at <https://www.crownresorts.com.au/Corporate-Governance/Policies>

Further Information

If you would like any further information about our Supplier Code of Conduct, please email us at vendor@crownresorts.com.au



**CROWN
RESORTS**

crownresorts.com.au