



ARISTOCRAT LEISURE LIMITED

Diversity Policy

January 2011

DIVERSITY POLICY

1.0 PURPOSE AND SCOPE

Aristocrat is committed to promoting a diverse and inclusive workplace, reflecting the diverse cultures and communities in which we operate around the world.

We value and encourage the unique contributions of people with diverse backgrounds, experiences and perspectives to enrich our work environment and deliver great products and services to our international customer base.

2.0 APPLICABILITY

This policy covers all employees of the company, and is in accordance with legislative requirements. This policy shall be complemented by local, specific work instructions that outline how the policy is implemented in each jurisdiction.

3.0 POLICY APPLICATION

Aristocrat will deliver on its commitment to diversity by:

1. Engaging with current and exiting employees to identify and remove barriers to career longevity, training, development and promotion within the organization;
2. Engaging with educational institutions and industry forums to promote Aristocrat as an employer of choice for women, addressing the current imbalance in candidate pools;
3. Ensuring all appointments, transfers, training and staff development opportunities are made on the basis of merit. That is, the individual's skills, qualifications, abilities and aptitude in relation to the position requirements will be the basis of all employment decisions;
4. Extending and promoting workplace flexibility and a culture of inclusiveness to maximise employee retention and engagement;
5. Ensuring that development, application and monitoring of employment policies and practices are consistent with diversity principles;
6. Maintaining programs to educate employees on diversity principles; and
7. Implementing reporting mechanisms and strategies to track and measurably improve diversity.

4.0 CORPORATE GOVERNANCE PRINCIPLES AND REPORTING FOR GENDER DIVERSITY

In establishing this policy, the Aristocrat Leisure Limited Board is accountable for:

1. Establishing measurable objectives for achieving gender diversity;
2. Assessing annually both the measurable objectives for achieving gender diversity and the progress in achieving them; and
3. Disclosing the policy summary, objectives and progress in the Annual Report.

The Annual Report will also disclose the proportion of:

1. Women employees in the whole organisation (globally and within Australia);
2. Women in senior executive positions (defined as covering the CEO and business/functional leaders directly reporting to the CEO); and
3. Women on the board.