

DIVERSITY & INCLUSION

REFERENCE

1.6

EFFECTIVE DATE

April 2024

OWNER

People & Culture

1. OBJECTIVE

Aristocrat has a strong commitment to diversity and inclusion and recognises the value of attracting, retaining and motivating employees with diverse backgrounds, knowledge, experiences and abilities. Diversity contributes to our business success and benefits individuals, customers, teams, shareholders and stakeholders.

Our business policies, practices and behaviours promote diversity and equal opportunity and create an environment where individual differences are valued, and all employees have the opportunity to realise their potential and contribute to Aristocrat's success.

Our Diversity & Inclusion Policy sets out what we expect from everyone, starting with the atmosphere we all create. Built on respect, reflective of our diverse communities and welcoming of difference, our inclusive environment makes for better ideas, better customer experiences and a better place to work – for all of us.

At Aristocrat, we understand and acknowledge that everyone is different, and unique attributes are encouraged and celebrated. We know being truly inclusive generates diversity of thought, which is fundamental to developing organisational capability and delivering business performance. The purpose of this policy is to articulate our commitment to creating a culture of inclusion, where we collaborate, everyone is treated with respect, and everyone experiences a genuine sense of belonging.

2. SCOPE

This policy applies to all employees of Aristocrat Group of Companies and its associated entities, including contractors, and temporary employees.

3. WHAT IS DIVERSITY AND INCLUSION?

Diversity encompasses but is not limited to gender, age, ethnicity, cultural background, gender identity, marital or family status, religion, disability, socio-economic background, sexual orientation, as well as differences in perspective and life experience.

Valuing diversity means accepting and respecting these differences, and harnessing the richness of our varied background, ideas and perspectives.

Inclusion focuses on ensuring individuals feel welcome within an organisation or group. At Aristocrat, we aim to make all employees feel included in the workplace so that they are fully able to contribute to our organization's success and have a positive work experience.

At Aristocrat, diversity and inclusion means:

- An inclusive workplace that embraces individual differences.
- Difference in all forms, visible and non-visible.
- A workplace that is free from discriminatory behaviors and business practices.
- Equitable frameworks and policies, processes and practices that limit potential unconscious bias.
- Equal employment opportunities based on capability and performance.
- Awareness of the different needs of employees.
- The provision of flexible work practices and policies to support employees.
- Attraction and retention of a diverse range of talented people.
- Respect and value for differences that exist within our workforce and making reasonable adjustment when required.

4. RESPONSIBILITIES

Team members: Value and respect the differences in others and speak up about behaviour that isn't consistent with this policy.

Aristocrat leaders: Role model and encourage behaviour consistent with our values and ways of working and contribute to continuous improvement in our culture, as well as actively balancing the needs of team members and the business when applying this policy.

CEO and Executive Leadership Team: Responsible for our diversity and inclusion strategy: provide strategic guidance on its implementation, monitor progress, report to the Board and act as ambassadors to drive inclusion across the organisation.

Aristocrat Board: Aims to attract and maintain a Board of Directors which has an appropriate mix of skills, experience and diversity; is responsible for governance, review and assessment of the diversity and inclusion measurable objectives, and the verification of progress towards the attainment of the objectives and the success of the overall strategy.

5. ARISTOCRAT'S DIVERSITY AND INCLUSION STRATEGY

The strategic priorities which form our diversity and inclusion strategy align to the current and emerging needs of the Aristocrat workforce. The priorities encompass building an inclusive culture, increasing the representation of women across our business, and extending our diversity focus beyond gender. By valuing and respecting our employees' uniqueness and positioning this as an advantage, Aristocrat frames its diversity and inclusion as supporting employees' growth and development and the company's sustainable growth as well as meeting the expectations of customers and shareholders. It also promotes all people-related processes and decisions are made free from bias to foster an environment free of discrimination, harassment, and bullying. The goal is to continuously work to integrate leading inclusion and diversity practices into our operations, to ensure diversity of thought and drive Aristocrat's success.

We aim to promote diversity and inclusion through the following actions:

- Attracting and retaining team members with a diverse mix of skills and experience.

- Setting measurable objectives for gender diversity and assessing progress annually.
- Encouraging and supporting flexible working arrangements, where practicable.
- Reviewing processes and systems on an ongoing basis to identify any significant trends or biases and developing actions to mitigate these.
- Ongoing enhancement of the diversity and inclusion strategy, which aims to promote all areas of diversity and establish measurable objectives and OKRs for initiatives and programs as they are developed.
- Demonstrating zero tolerance towards behaviour that is inconsistent with this policy.

6. DIVERSITY AND INCLUSION AT ARISTOCRAT

To achieve a diverse and inclusive environment, we support the following programs and practices:

Recruitment, Selection and Promotion

Equal opportunity forms an integral part of the Recruitment and Selection Policy and we recognize the value of recruiting, selecting and promoting employees with different backgrounds, knowledge and experience. Our recruitment and selection processes identify candidates with the most suitable knowledge, skills, experience and personal values and as an equal opportunity employer, the recruitment processes are designed to promote equality. Testing, independent evaluations and behavioural interviewing are used to promote equitable and unbiased selection and promotion decisions.

Career Development and Performance

Employees are encouraged to develop and progress their careers through opportunities that build capability, and all employees are supported to participate in career development conversations. Available opportunities for promotion and transfer are advertised to all employees to enable individuals to apply for roles to develop their career path.

We encourage and reward excellence. Performance is measured based on agreed objectives (OKRs) to remove bias and promote equity. An annual review of OKRs is conducted to ensure there is no gender disparity.

Talent and Succession Planning

Talent and succession planning are core practices within the organisation and an annual process identifies high performing and high potential individuals across Aristocrat.

Talented individuals are identified based on their performance and potential and divisional reviews ensure that talent and succession decisions are equitable, consistent and aligned to diversity and equal opportunity principles across Aristocrat.

The talent and succession process is used to identify candidates for accelerated development programs and gender diversity is given consideration during candidate selection.

Flexible Work Practices

At Aristocrat, we empower our people with a measure of choice over where, when and how they work to balance individual, team and business needs. Our flexible hybrid work model (all.flex) comprises our Global Flex Work Policy, implementation guidelines, tools, resources and a simple approval

process. Under this hybrid work model, employees have the opportunity to review and adapt arrangements as needed.

We recognise that flexible work practices are a key enabler of gender equality and inclusion, and our hybrid work model aims to make our workplace more flexible and responsive to the diverse needs of our employees, including those with family and caring responsibilities, irrespective of gender.

Opportunities are also available for employees on extended parental leave to maintain their connection with the organisation. Options are available to receive all-staff communications and to attend work functions and training programs without any obligation.

Racial, Ethnic and Religious Diversity

Aristocrat's global workforce encompasses people from different racial and ethnic backgrounds and religions and we strive to ensure that everyone feels welcomed and valued. Employees who have cultural or religious commitments are supported to participate in these activities through flexible working arrangements.

We also strive to ensure that the racial and ethnic diversity of our workforce is reflected in our leadership levels. Increasing the representation of leaders from under-represented race and ethnic backgrounds is therefore one of our strategic priorities for diversity and inclusion.

Gender Equality

Gender equality at all levels of the organization is a key component of our diversity and inclusion strategy. Increasing the representation of women at senior and at all levels of management will remain one of our strategic priorities on an ongoing basis.

In addition to recruitment protocols that promote gender diversity, there are several other initiatives such as:

- Support resources for employees going on and returning from parental leave.
- Identifying talented women through the talent and succession process.
- Annual remuneration analysis to address any gender pay gap.
- Targeting high potential women for leadership development to enable them to progress in their careers.
- Employee Impact Groups, which enable members to connect as a community and serve as a support group for women and their allies.
- Consultation with employees on gender equality in the workplace, including through Employee Impact Groups, engagement surveys and focus groups.

Employee Consultation

Employees are consulted regularly through surveys, focus groups and forums to gain insight into potential barriers to diversity and inclusion and identify opportunities for further action.

7. MONITORING AND REPORTING

Senior leaders annually set OKRs to ensure gender and race/ethnic diversity are prioritised and leaders are held accountable.

8. THE ROLE OF THE BOARD

The ESC regularly reviews diversity and inclusion scorecards at the organisation and business unit level. The diversity and inclusion scorecard outlines diversity and inclusion related metrics, the results of which can be used to measure progress on diversity and inclusion objectives.

The Board is responsible for setting measurable objectives for achieving gender diversity, conducting an annual review of those objectives and reporting on the progress against those objectives through the Corporate Governance Statement.

Management will update the Board on our Diversity & Inclusion strategy annually and the Board will also review this Policy periodically to monitor its effectiveness and whether any changes are required to the policy.

9. PROCEDURES

To ensure diversity and inclusion is embedded in business practices and behaviours, our day-to-day procedures support diversity, inclusivity and equity.

10. ARISTOCRAT POLICIES

The Diversity & Inclusion Policy is supported by our Global Employee Handbook and Code of Conduct. Team members are encouraged to speak up if they become aware of any behaviours inconsistent with this policy. Employees who wish to report a breach in this policy should notify their manager and/or People & Culture Business Partner to resolve any grievances in connection with the policy.