

DIVERSITY & INCLUSION

REFERENCE

1.6

EFFECTIVE DATE

June 2020

OWNER

People & Culture

1. OBJECTIVE

Aristocrat has a strong commitment to diversity and inclusion and recognizes 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 behaviors promote diversity and equal opportunity and create an environment where individual differences are valued, and all employees have the opportunity to realize 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 accommodating 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 accept 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 and its associated entities, including contractors, and temporary employees.

3. WHAT IS DIVERSITY AND INCLUSION?

Diversity and inclusion (“D&I”) recognizes and values the contribution of people with differences in background, experience and perspectives. D&I 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.

At Aristocrat, diversity means:

- An inclusive workplace that embraces individual differences
- Difference in all forms, visible and non-visible
- A workplace which 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 differences that exist within our workforce and making reasonable adjustment when required

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 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 and is responsible for governance, setting measurable objectives for achieving gender diversity and monitoring progress towards achieve them, disclosures and oversight of the inclusion strategy.

4. ARISTOCRAT'S DIVERSITY 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 inclusion capabilities, flexibility (activity-based working), gender diversity and cultural diversity. 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 inclusion strategy, which aims to promote all areas of diversity and establish measurable objectives and OKRs for initiatives and programs as they are developed; and
- Demonstrating zero tolerance towards behaviour that is inconsistent with this policy.

5. DIVERSITY 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 behavioral 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 no gender disparity.

Talent and Succession Planning

Talent and succession planning are core practices within the organization 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.

Activity Based Working (Flexibility)

At Aristocrat, we empower our people with a measure of control over where, when and how they work to balance individual, team and business needs. We believe roles can be performed flexibly. We have an Activity Based Working Framework and support tools which empower employees and Leaders to utilize, manage and embed this way of working.

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

Cultural and Religious Diversity

Employees from different cultures and religions are welcomed and valued. Employees who have cultural or religious commitments are supported to participate in these activities through Activity Based Work arrangements.

Gender Diversity

Gender equality at all levels of the organization is a key component of our Diversity 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:

- mentoring and support groups for employees who return from maternity and paternity 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
- retaining our status as an accredited Breastfeeding Friendly Workplace to assist women to transition back from maternity leave.

Employee Consultation

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

6. REPORTING AND MEASURING DIVERSITY

Senior leaders annually set OKRs to ensure gender diversity is priority and leaders are held accountable.

The ESC regularly reviews diversity scorecards at the organization and business unit level. The diversity scorecard outlines diversity related metrics, the results of which can be used to measure diversity objectives and progress towards reducing the gender gap.

7. THE ROLE OF THE BOARD

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.

8. PROCEDURES

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

9. 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 behaviors 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.