

# A COMMITMENT TO SUSTAINABILITY

DATE OF ISSUE: 30 SEPTEMBER 2019



Being a responsible business and a good corporate citizen is one important way we can help ensure the games industry has a long-term, sustainable and vibrant future.

Aristocrat's sustainability disclosures are based around environmental, social and governance issues that are meaningful to our business and stakeholders. They also reflect our values, our company mission to Bring Joy to Life through the Power of Play, and our broader commitment to transparency. A detailed materiality assessment helped us to shape our sustainability agenda and the scope of these disclosures.

These disclosures have been updated with information current as at 30 September 2019. We are also pleased to be sharing a number of disclosures for the first time, addressing the following topics:

- Energy & Environment;
- Community & Society; and
- Ethical Sourcing.



We have linked our disclosures to the relevant United Nations' Sustainability Development Goals (SDGs) for added clarity. Aristocrat is committed to continuing to expand our disclosures over time, across the range of sustainability issues that are material to our business and stakeholders. In 2020, we will look in particular to including more information on Energy and Diversity & Inclusion, in line with our progress.





# RESPONSIBLE GAMEPLAY



## Responsible Gameplay is core to Aristocrat's business

For millennia, people all over the world have played games as a source of fun and recreation. In modern society, game play remains something that many people enjoy. Aristocrat offers two main types of games:

- Social or digital games, which are video games played on devices such as mobile phones, or desktops; and
- Real money, gambling games which are played in regulated environments such as a casino or club.

Aristocrat's gambling games are distinct and highly regulated because they offer players the opportunity to:

- stake real money;
- in a game of chance; and to
- win real money.

Aristocrat strongly supports having rigorous rules in place that strive to ensure every aspect of the design and operation of gambling games is appropriate, transparent and fair, and to give players, customers and the community confidence that this is so.

Upholding the rules and promoting responsible gameplay more generally is one of Aristocrat's most fundamental obligations. It's a major way that we deliver our company mission to Bring Joy to Life through the Power of Play and express our values. We believe it's also key to ensuring we can continue to grow our business and promote a sustainable games industry that's welcome in the community.

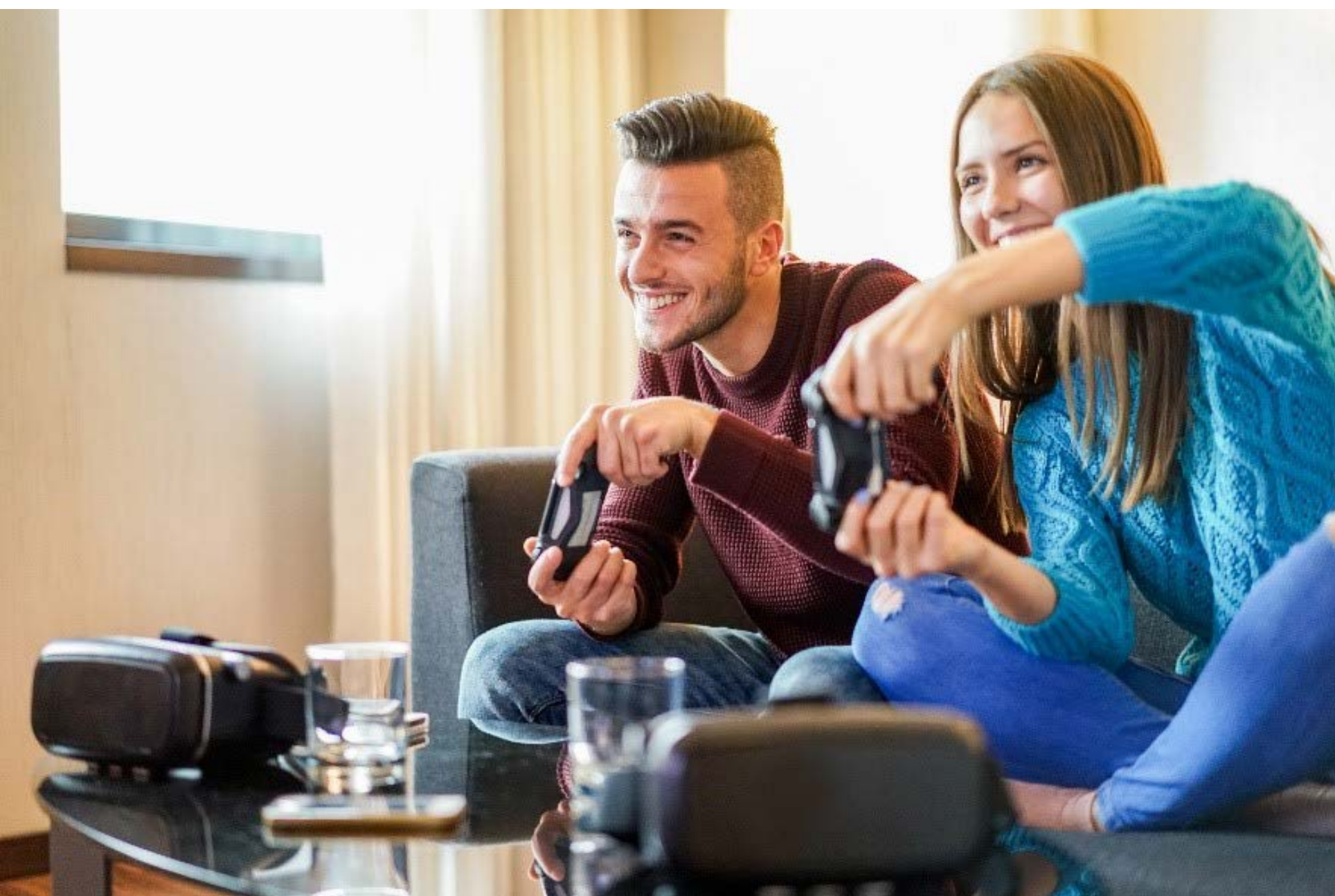
### What does Responsible Gameplay mean?

Aristocrat believes that responsible gameplay is characterised by the following criteria:

- The player is playing for pleasure or entertainment;
- The player is exercising control over their play, and any associated spending and
- The play activity occurs in balance with other activities in their lives.

With respect to excessive gameplay, we don't profess to be experts, and we know that there is no single solution. But as an industry leader, we believe that we have an important part to play, including in terms of responsible game and product design, upholding applicable rules and regulations that apply to our games, supporting research and encouraging and adopting best practice standards in consultation with our stakeholders.

Aristocrat strives to make a genuine and active contribution by taking steps to promote responsible gameplay across three pillars we summarise as 'comply, empower and improve.'





# RESPONSIBLE GAMEPLAY

## THREE PILLARS OF ARISTOCRAT'S APPROACH

### COMPLY

- This means compliance with relevant rules, regulation and legislation. Whether that's about data protection, privacy and platform rules for our social and digital games, or technical standards, licensing and game regulations in our real money gambling games, Aristocrat works hard to comply with the laws applicable to our business.
- Aristocrat designs products in line with our values. Our games are designed to offer great entertainment experiences to a broad range of players. Product development across our business is robustly governed, and informed by our responsible gameplay policy.

### EMPOWER

- Across our portfolio, we're doing more to educate and empower, because we believe player choice and empowerment is fundamental to satisfied customers and a vibrant business and industry.
- This includes delivering more training for our employees, providing players with clear information on the way our games work, investing in developing and trialling responsible gameplay features with the support of our customers and providing options that give more choice and information to our online game players.

### IMPROVE

- Through our membership of key industry associations, we encourage our industry to be open and proactive in responding to community concerns about responsible gameplay.
- We advocate and adopt best practice standards in our own business, we invest in responsible gameplay product innovation and we contribute financially to research done by academic institutions in the US and Australia to enhance the evidence base and promote better understanding.
- In our real money, gambling business, we're also active in partnering with our customers to deliver and improve their own venue based responsible gaming initiatives.

Our responsible gameplay priorities change over time, as we make progress and as new challenges emerge. Our priorities are formally overseen and updated by a steering committee comprising people from across our global business, including commercial leaders and leaders from compliance, product, legal, marketing and communications functions. The Responsible Gameplay Steering Committee is chaired by our CEO, Trevor Croker.

A dedicated responsible gameplay team operates within our Group Corporate Affairs function and reports regularly to our Executive leadership and Board.

## 2019/20 PRIORITIES

### Employee training

We are developing mandatory responsible gameplay training for staff which will begin to roll out early in calendar year 2020. This will complement efforts focused on our product teams, including the roll out of a Product Development Charter. The Aristocrat Responsible Gameplay team has also been active in presenting to and engaging with key leadership groups across the business, including regional land-based leadership teams, the Executive Steering Committee and Aristocrat Board, ensuring appropriate transparency and alignment behind our approach and priorities.

### Player information

Aristocrat is developing a series of player information videos to provide the facts about how our gaming machines work. The intent is to help players to exercise informed choice and contribute to busting myths about the functionality of our gaming products. The first video explains the chances of winning a



# RESPONSIBLE GAMEPLAY

## Age minimums for social casino-style games

Aristocrat's portfolio includes free-to-play casino-style social or digital games like slots, roulette and blackjack. In collaboration with our digital businesses Product Madness and Big Fish, we are taking steps toward ensuring that all of our social casino-style games include multiple consumer touchpoints that make clear they are intended only for adult players (18+). We are also working with our industry associations and platforms providers to encourage broader uptake of our proactive approach and consistent age-rating of casino style social games across the industry.

## Increasing transparency for digital game players

We are taking active steps to promote transparency in our digital games. For example, during 2019, Product Madness, Big Fish and Plarium adopted harmonised disclosure guidelines for loot box mechanics and begun rolling these out across all portfolios. Loot boxes contain in-games items varying in rarity (and unknown to the player before it is opened) and can only be accessed through earning points or paying a fee. Implementation will be completed by the end of calendar 2019.

## Contribution to research

Aristocrat provides research funding to the University of Sydney's Gambling Treatment and Research Clinic to explore best practices relating to the deployment of responsible gambling initiatives. Aristocrat also provides regular funding to the National Center for Responsible Gaming in the US. In the digital games, Aristocrat is a long-time contributor to research conducted by the International Social Games Association to help build a robust fact base and support informed debate and effective policy making in this field.

## Commitment to innovation

Aristocrat has a track record of investing in the development and testing of machine-based responsible gaming features, beginning with the 'Bluegum' product in 2013 which trialled various features including a charity meter and alarm clock. In partnership with key customers and with the support of regulators, Aristocrat continues to develop and test machine-based options in our real money, gambling business that have the potential to empower players and support our responsible game play commitments. We are committed to offering further responsible gaming innovations over time.

## Industry leadership

Aristocrat is a member of the National Center for Responsible Gaming (NCRG), a US charitable organisation dedicated to increasing understanding of gambling disorders and youth gambling, and to finding effective treatments.

Aristocrat is also a member of The American Gaming Association (AGA), the premier national trade group representing the US gaming industry, with our CEO Trevor Croker assuming the Vice Chair role in 2019. In November 2019, Trevor was announced as the next Chair of the AGA, with a two year term set to begin in January 2020.

Over the past year, Aristocrat has also been closely involved with the AGA's Responsible Gaming Task Force. The Task Force focuses on elevating responsible gameplay as a key priority for the industry and advocating for policy that protects consumers and facilitates innovation.

Aristocrat is a member of the Australasian Gaming Council (AGC), reflecting our desire to promote a proactive national approach to industry-led responsible gambling initiatives. Our CEO of the global land-based business, Mitchell Bowen, is a member of the Board. AGC works to promote a sustainable industry that delivers entertainment and economic benefits while promoting gambling education, responsible gaming awareness, research and evidence-based policy.

Aristocrat is also a founding member of the International Social Games Association (ISGA). We are represented on the ISGA Board, and proactively support the work of the organisation including research in relation to online and social games, and the development of best practices for this emerging industry.

## Raising awareness with employees

Each September, we formally recognise key weeks including:

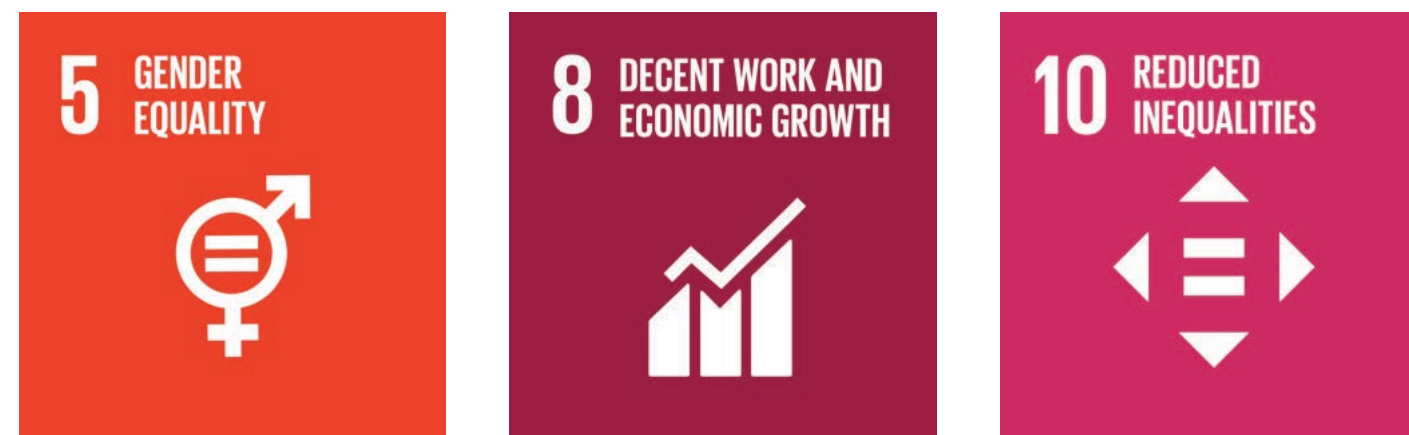
- Responsible Gaming Education Week in the Americas and
- Responsible Gambling Awareness / Gambling Harm Awareness Weeks in Australia.

During these periods, to supplement year-round efforts, we focus on employee education and awareness programs. Our aim is to improve understanding of RG principles and Aristocrat's approach, and to encourage employees to continue the discussion about responsible gaming with customers, family, friends and community.

In 2019, to coincide with these periods, Aristocrat launched the first of our new player information videos, as outlined above.



# DIVERSITY & INCLUSION



Aristocrat believes that attracting and retaining employees with diverse backgrounds, experiences and abilities fundamentally contributes to our business success, and delivers benefits for all stakeholders. During 2019, we focused on reviewing key business policies, practices and behaviours to ensure we are doing everything we can to promote diversity, inclusion and equal opportunity across our business.

## OUR POLICY

As well as upholding our legal obligations with respect to non-discrimination and employee rights, Aristocrat adheres to a global company diversity policy. Our policy aims to create an environment in which individual differences are valued, and all employees have the opportunity to realise their potential and contribute to Aristocrat's success.

Aristocrat's Board Committee Charter specifies that the Board, with the guidance of the Human Resources and Remuneration Committee, is responsible for approving Aristocrat's diversity policy. The Board is also responsible for establishing measurable gender diversity objectives and assessing progress annually. This includes monitoring the proportion of female employees across the Group, in leadership positions and in individual business units. Responsibility for implementing Aristocrat's policy is also vested in each of our people leaders.

### Our policy commits us to:

- Ensuring all appointments, transfers, learning and development opportunities are merit based and consider an individual's skills, behaviours, qualifications, abilities and aptitude in relation to the position requirements, career strategy and level of interest in opportunities that arise within the organisation;
- Ensuring all employees and prospective employees are treated in a manner that is consistent with Aristocrat's diversity objectives;
- Identifying and addressing barriers to employment, training, development and promotion;
- Being consistent with the development, application and monitoring of people policies and practices in terms of diversity and inclusion principles; and
- Providing employees with a means to resolve grievances in connection with the policy.

[Read more information on our gender equity performance](#)

## DIVERSITY & INCLUSION

### Aristocrat's D&I Framework

At Aristocrat, we create an open, inclusive and belonging environment where our employees feel empowered to flourish. We encourage open minds and open dialogue to create a culture that harnesses the unique and diverse perspectives of our employees, customers and partners.

The way we live our commitment to Diversity & Inclusion starts with our Values and Behaviours. They are integral to everything we do at Aristocrat.



In living our commitment to Diversity & Inclusion, we have foundational pillars that support our approach:

Inclusive Culture	Diversity of Groups	Leadership Climate	Connection
We will create an environment which; <ul style="list-style-type: none"><li>• empowers all employees to perform their best in a way that balances flexibility with business requirements</li><li>• leverages every individual's passion and commitment,</li><li>• Elevates employee engagement, empowerment and authenticity</li><li>• Celebrates and showcases diversity</li></ul>	We will harness the value of a truly diverse workforce which; <ul style="list-style-type: none"><li>• Encourages team diversity</li><li>• places focused effort on underrepresented groups</li><li>• encourages diversity of thought</li></ul>	We will empower leaders with the resources they need to create an environment where; <ul style="list-style-type: none"><li>• individuals and teams can perform to their full potential</li><li>• employees understand the value they bring to the organisation, and are recognised for their efforts</li></ul>	We will leverage opportunities to; <ul style="list-style-type: none"><li>• connect our employees, customers, industry and partners</li><li>• encourage cross collaboration harnessing the knowledge, perspective and expertise of our teams</li><li>• create the best value for our people, customers and organisation</li></ul>
Our Current Areas of Focus			
Flexible Work Policy Calendar of Global Events Revamp Onboarding Program	Women in Leadership Revamp Graduate Program LGBTIQ Inclusion	Diversity & Inclusion Program Leadership Essential Program	Leverage Development & Networking events through GGW & WGA Develop Mentoring & Coaching Program Expand Leadership Circles



# DIVERSITY & INCLUSION

Employees play a key role in bringing our diversity and inclusion commitments to life. For example, our Global D&I Councils, which operate in all regions, create and lead their own local diversity and inclusion events and initiatives, engaging local employees in ways that are meaningful and relevant to them.

For example, key events celebrated locally in 2019 by our teams included the following:

## INTERNATIONAL

- Christmas
- Easter
- Harmony Day
- International Day Against Homophobia, Transphobia and Biphobia
- International Day for the Elimination of Racial Discrimination
- International Day for the Elimination of Violence against Women
- International Day for the World's Indigenous Peoples
- International Day for Tolerance
- International Day of Families
- International Day of Older Persons
- International Day of Persons with Disabilities
- International Men's Day
- International Women's Day
- Remembrance and Veterans Day
- World AIDS Day
- World Day for Cultural Diversity
- World Mental Health Day

## UNITED STATES

- Martin Luther King Day
- Independence Day
- Thanksgiving

## MEXICO

- Constitution Day
- Revolution Day

## SPAIN

- Constitution Day
- Revolution Day

## SWEDEN

- Midsummer Day

## ITALY

- Liberation Day
- Republic Day

## ISRAEL

- Yom Hazikaron
- Independence Day
- Rosh Hashana
- Yom Kippur
- Hanukkah

## SOUTH AFRICA

- Freedom Day
- Heritage Day

## RUSSIA

- Defender of the Fatherland Day
- Russia Day

## INDIA & SINGAPORE

- Indian Republic Day
- Independence Day
- Diwali/Deepavali

## JAPAN

- Constitution Day

## AUSTRALIA

- Australia Day
- ANZAC Day
- National Reconciliation Week
- NAIDOC Week
- Wear it Purple Day
- Equal Pay Day
- RUOK? Day

## NEW ZEALAND

- Waitangi Day
- ANZAC Day

## UKRAINE

- Constitution Day
- Independence Day



Local teams are also encouraged to create opportunities to celebrate local culture and drive employee engagement.

For example, our Plarium team in Herziliya corporate office hosted a 'first grade' event in 2019; hosting children of employees who were starting first grade at school to an afternoon of fun. The celebration involved the whole team, and included themed refreshments, a creativity workshop, a bubble show with gifts and certificates. 'First grade' gift sets were also handed out to the children of Plarium employees in Kharkiv, Ukraine.

Plarium also celebrated Tu B'Av, the Jewish day of Love, by decorating the Herziliya corporate offices and handing out special gifts of wine and wine glasses for employees to share with their partners, friends or family. Plarium's team in Krasnodar, Russia, also got into the team spirit, with football matches, hiking and sailing events and through supporting a local animal shelter with food, and volunteer time.

Plarium Herziliya corporate office has also adopted Beit Hagalgalm, the home for Cerebral Palsy youth, located in Herziliya, where our Plarium Israel employees have volunteered over the last 2 years on a regular basis.



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## GENDER EQUALITY

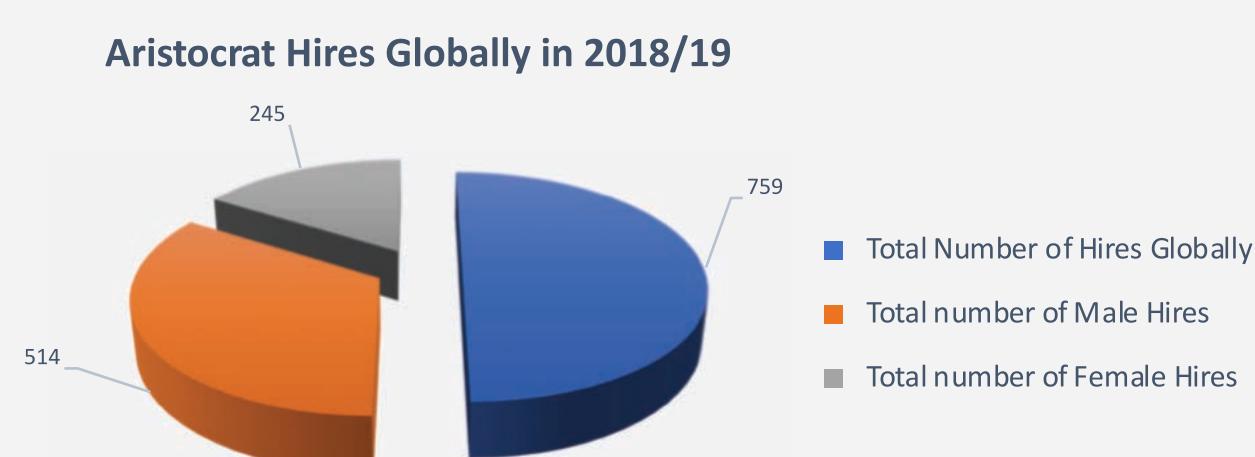
Aristocrat takes active steps intended to improve the participation and advancement of women in our business, and industry.

Three out of eight members of Aristocrat’s Board<sup>1</sup> are women, along with one-third of our executive leadership team. As a “relevant employer” under the Australian Workplace Gender Equality Act 2012, Aristocrat was confirmed to be compliant with the Act in 2019 and was able to demonstrate an increase of 1.2% in female employees to 24.4% in 2018/19.

More work is required to increase the level of female participation at Aristocrat. As a business with substantial teams in the traditionally male-dominated functions of manufacturing, sales and service, we recognise that we have a particular challenge in this regard. Our diversity and inclusion strategy is aimed at achieving meaningful progress, with our current priority focus on the key areas of sales operations, service and creative studios.

1. Includes Philippe Etienne, Non-Executive Director, nominated to the Aristocrat Board in October 2019

## Aristocrat Global Hires in 17/18 vs 18/19



Aristocrat hired 1.95% more people during 2018/19 compared to 2017/18. Over the same period, we hired 2.57% more women, fractionally improving overall female participation.

## Our 2019 Global Employee Engagement Survey posed three questions relevant to gender equality:

**#1** In my organisation sex-based harassment is not tolerated.

This received a 92% positive perception score from employees;

**#2** My immediate supervisor/manager genuinely supports equality between women and men.

This received a 90% positive perception score from employees;

**#3** I have the flexibility I need to manage my work and caring responsibilities.

This received an 86% positive perception score from employees.

This is encouraging feedback and provides a baseline for future surveys and engagement. Over the coming year, we will be focused on improving both the fact and perception of gender equality through refinements to our recruitment processes and employee education programs. We will also work to understand pay outcomes by gender and implement other initiatives as appropriate.



# DIVERSITY & INCLUSION

## WOMEN IN THE GAMING INDUSTRY

Aristocrat helps female employees to build their personal brand, skills and networks by supporting associations that promote women in our industry. Peak bodies supported by Aristocrat include Global Gaming Women (GGW) based in the US, and Women in Gaming and Hospitality Australasia (WGH).

## GLOBAL GAMING WOMEN (GGW)

GGW was established by the American Gaming Association to create networking opportunities for women in the gaming industry. It is now an independent charitable organisation which, in addition to networking events, delivers learning and development programs and events that support the development of female executives.

As a long-term member and sponsor of GGW, Aristocrat has two senior female employees serving on the GGW Board. We contribute strongly to the direction and strategy of GGW, including through leadership roles on the Strategic Planning Committee and Membership Committee, and through the position of Senior Advisor to the GGW Board.

During 2019, Aristocrat contributed to a range of GGW initiatives including:

- Sponsorship of 'Kick Up Your Heels' networking events;
- Support for 'Conversations with the C Suite' events held at both Aristocrat and the Oklahoma Indian Gaming Association tradeshow; and
- Support for 'GGW Power Up', and the MGM Women's Leadership Conference.

A series of GGW Dine Around events has also featured on our calendars this year. The Dine Around events are hosted by our senior executives and provide an opportunity for employees to glean insights from a senior leader, share a meal with co-workers and meet new people throughout the business. During 2019, we hosted 20 Dine Around events across our Franklin, Las Vegas and Tulsa offices, with 156 employees participating, covering a diverse range of topics, including the importance of grit and authenticity, leadership and development.

In collaboration with GGW, Aristocrat developed the Leadership Foundations Program, a learning and development program attended by 50 rising female leaders within Aristocrat's Americas business during 2019. As part of our commitment, Aristocrat has also provided opportunities for female employees to attend regional GGW conferences and events throughout the year.

We are also proud that Deanne McKissick, an Aristocrat leader who has contributed significantly to GGW, was the recipient of the inaugural GGW Patty Becker "Pay It Forward" Award in 2019.





# DIVERSITY & INCLUSION

## WOMEN IN GAMING AND HOSPITALITY AUSTRALASIA (WGH)

WGH launched in May 2017, with Aristocrat and The Star Casino as founding partners, and is the only body in Australasia dedicated to developing, connecting and empowering women working in the gaming and hospitality industries. WGH delivers education, mentorship and networking opportunities, and is an Australian registered charity.

WGH grew strongly during 2019, with event attendee numbers increasing from 520 in 2018 to 1169. Twelve major events were held across Australia and New Zealand during the year.

With two senior Aristocrat female employees serving on the WGA Board, we have contributed to the direction and strategy of WGA, including “Step Forward” networking and development events. Aristocrat also contributed to WGH’s “Change the Game” campaign at major trade shows during 2019, highlighting the barriers women face in the workplace and practical strategies to overcome these.

In support of WGH’s partnership with the social enterprise Women Ahead, Aristocrat provided financial support and contributed senior mentors to an innovative cross-company, cross-sector mentoring program.

Aristocrat also provided financial support to enable WGH to award an annual scholarship for a high potential woman to attend the Executive Development Program offered by the University of Las Vegas, in partnership with University of Reno. This program is uniquely tailored for emerging gaming and hospitality executives, helping them to gain the skills and confidence to take the next step up in their career.

<https://www.unlv.edu/news-story/australian-non-profit-women-gaming-hospitality-partner-unlvunr-executive-development>

<https://www.unlv.edu/news-story/hannah-morelos-wins-women-gaming-hospitality-scholarship-attend-executive-development>



## SUPPLIER DIVERSITY

Aristocrat also seeks to promote diversity and inclusion where possible through our commercial operations. For example, Aristocrat is proud to partner with umAfrika Gaming Technologies (Pty) Ltd, our exclusive distributor in South Africa and other Sub-Saharan and Indian Ocean countries. umAfrika is a South African company that is majority black owned. umAfrica has been awarded B-BBEE (Broad Based Black Economic Empowerment) Level 1 Contributor status, as measured against the Codes of Good Practice on BBEE.



# COMMUNITY & SOCIETY



## VOLUNTEERING AND CHARITABLE GIVING

Aristocrat supports our employees to volunteer and get engaged in their communities in ways that are meaningful to them. Most of our giving – whether that’s in terms of time or financial support – is led by employees and teams at the regional and local level, rather than being determined centrally. One day of paid leave annually is given to each employee to encourage participation in volunteering, and employees are empowered through the Aristocrat CARES and Engagement Teams to nominate and select charities for this purpose.



## GLOBAL VOLUNTEER MONTH

July is our Global Volunteer Month, which unites employees around the world in expressing our value of ‘Good Business, Good Citizen’. Individual employees and teams have the opportunity to volunteer and make a real difference in their local community. In 2019, 445 employees donated over 3,300 hours of time to supporting charities and community organisations during the Month.

### CHARITIES SUPPORTED THROUGH EMPLOYEE VOLUNTEERING DURING 2019:

#### AMERICAS

- Communities in Schools
- Goodie Two Shoes
- Las Vegas Rescue Mission
- NSPCA
- Opportunity Village
- Three Square
- Spread the Word Nevada
- Gilcrease Nature Sanctuary

#### INDIA

- Blood Donation Camp
- Make A Wish
- Kidzania
- Kerala Relief Fund

#### ASIAPAC

- Macau Special Olympics
- Annual Charity Ball, Pink Inspired Charity Lunch of the International Ladies’ Club of Macau
- ECF Macau Fellowship Orphanage
- Fu Hong Society Disabilities
- The Purple Centers Foundation

#### AUSTRALIA

- Salvation Army
- Wesley Mission
- Monika’s Doggy Rescue
- Sydney Dogs & Cats Home
- Cerebral Palsy Alliance

#### EMEA

- Alzheimer’s Society
- Food Bank (UK)
- Christmas Toy Donations for local hospitals



# COMMUNITY & SOCIETY

## ARISTOCRAT CARES AND ENGAGEMENT TEAMS



Aristocrat also facilitates regional fundraising and volunteer initiatives throughout the year under the banner of “Aristocrat CARES”. Engagement Teams in each region are comprised of local employees who are passionate about contributing to their community. These teams are provided with a budget, and they take the lead in identifying and supporting causes and charities under the guidance of Community Involvement Committees (CIC) located in both Sydney and Las Vegas.

### ORGANISATIONS SUPPORTED DURING 2019



## BUSINESS-LED GIVING

While most community giving at Aristocrat is employee-led, our businesses also actively support worthy causes – whether that's cause related marketing initiatives, long-term partnership agreements or simply giving in the context of special events. Below are examples of business-led giving at Aristocrat over 2019.

### CASE STUDY

## CEREBRAL PALSY SUPPORT (AUSTRALIA & ISRAEL)

Cerebral Palsy Alliance (CPA) is a non-profit organisation dedicated to helping those living with cerebral palsy, and other neurological and physical disabilities, to lead full and independent lives.

Aristocrat has supported CPA for over a decade through donations, fundraising and employee volunteering. Over the lifetime of this relationship Aristocrat has contributed more than AUD1.5 million to CPA, including AUD \$252,207 during 2019 raised by employees through participation in CPA fundraising activities such as the Krazy Kosci Klimb, STEPtember and the Grace Gala. In addition, Aristocrat has hosted the CPA Christmas Party, including the provision of food, gifts and entertainment for all kids attending the event.

Aristocrat employees also gave their personal time to support the CPA's Triathlon Camp held over a weekend in September. The camp helps kids with cerebral palsy to improve their sporting skills and fitness and is a popular fixture on the CPA calendar.

In Israel, the Plarium team have also been volunteering in support of Beit Hagalalim, a local charity that supports people living with cerebral palsy, for the past two years. Building on this partnership, in 2019, Plarium's Rosh HaShana toast was celebrated with the community at Beit Hagalalim.





# COMMUNITY & SOCIETY

## CASE STUDY

### NATIONAL BREAST CANCER FOUNDATION (US)

Big Fish Games launched a major initiative coinciding with Breast Cancer Awareness Month in the US (October). The company pledged a donation of USD 225,000 to the National Breast Cancer Foundation, Inc. (NBCF), as well as an additional USD 25,000 toward in-kind activities for employees, including assembling NBCF HOPE Kits for 300 breast cancer patients across the country.

As part of the effort, Big Fish hosted an NBCF-hosted lunch-and-learn for employees in its Seattle and Oakland offices.

Through its campaign, Big Fish aimed to rally players to “play for a cause” in support of breast cancer awareness. Two special NBCF-branded in-game events were created across several of Big Fish’s most popular free-to-play titles, including Gummy Drop!, Cooking Craze and Fairway Solitaire. Game play was entirely free for the designated events, and players were not required to purchase anything from Big Fish to participate. With hundreds of Big Fish employees across two offices participating, and more than 1 million unique visitors to the Big Fish for a Cause landing page, news of the campaign was covered by national press, with feature stories in influential business publication Forbes and leading games trade Gamasutra.



[Read more about this initiative](#)

## CASE STUDY

### SOLAR BUDDY (ASIA)

As part of a global Aristocrat conference held in March 2019, participating employees from around the world worked together to assemble 300 solar lights for the charity Solar Buddy.

Solar Buddy distributes lights to children in communities that lack access to safe and reliable lighting. Solar lights not only help improve children’s educational attainment (increasing evening study time by around 78%), but also reduce reliance on expensive and polluting sources of energy and allow children to travel around more safely.

The lights assembled by Aristocrat employees were delivered to students at Kbal Toal Primary School in Cambodia, as part of Solar Buddy’s development partnership with the Kbal Toal community. About 30% of the population in Cambodia has no access to grid electricity and two-thirds of households that are connected experience frequent power shortages.

The lights will facilitate over a million hours of safe study time for the children of Kbal Toal community over the next 5 years.



## CASE STUDY

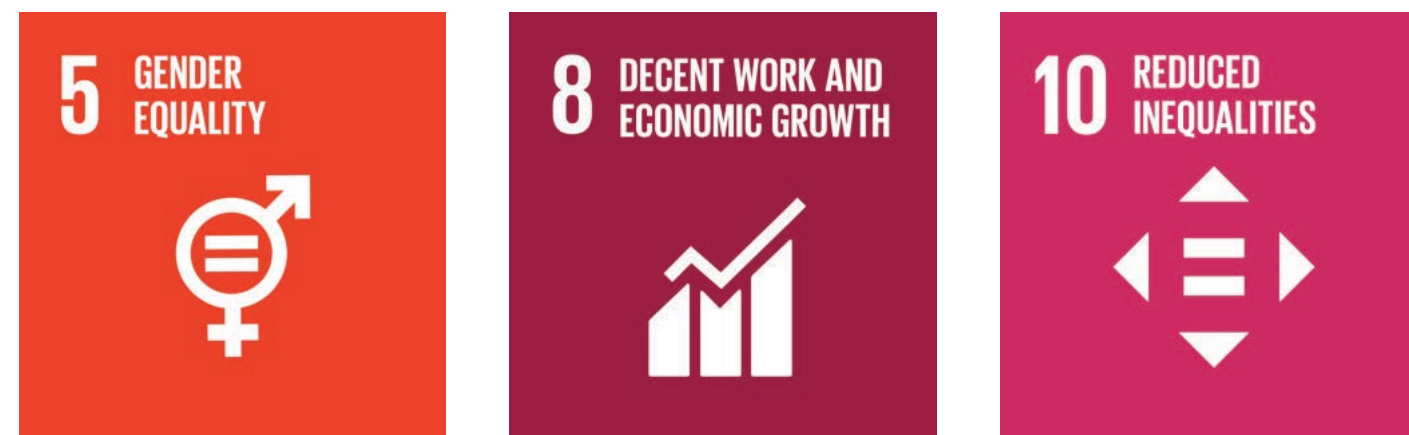
### SOAP FOR HOPE (ASIA PACIFIC)

Twelve members of our Asia Pacific Sales and Marketing team got together in Manila to visit the rooftop gardens and composting facilities City of Dreams Manila, to learn about their carbon impact minimisation initiatives.

As part of the visit, the team participated in a program spearheaded by City of Dreams Manila, collecting, cleaning and compacting soap bars from hotel rooms that would otherwise be thrown away and find their way to landfill. The Aristocrat team prepared more than 250 soap bars which were packaged ready for shipment and distribution to members of the Manila community who do not have access to soaps and other hygiene supplies.



# EMPLOYEE RELATIONS



Aristocrat's employees are the heart of our business and the talent behind our success. That's why we're always looking for opportunities to strengthen a culture that attracts, motivates and retains the brightest talents in the industry, as well as lifting engagement and our overall employee value proposition. Our business is united by four values: All About the Player, Collective Brilliance, Talent Unleashed and Good Business, Good Citizen.



## CULTURE AND ENGAGEMENT

Aristocrat invests strongly in culture-building and engagement across our diverse and growing global business.

During 2019, employees were invited to participate in a Global Engagement Survey (GES) with a pleasing 86% taking the opportunity to have their say. Our overall engagement score was 66%, and represented a solid score, particularly in the context of the rapid growth and transformation of the business since the last GES survey in 2017.

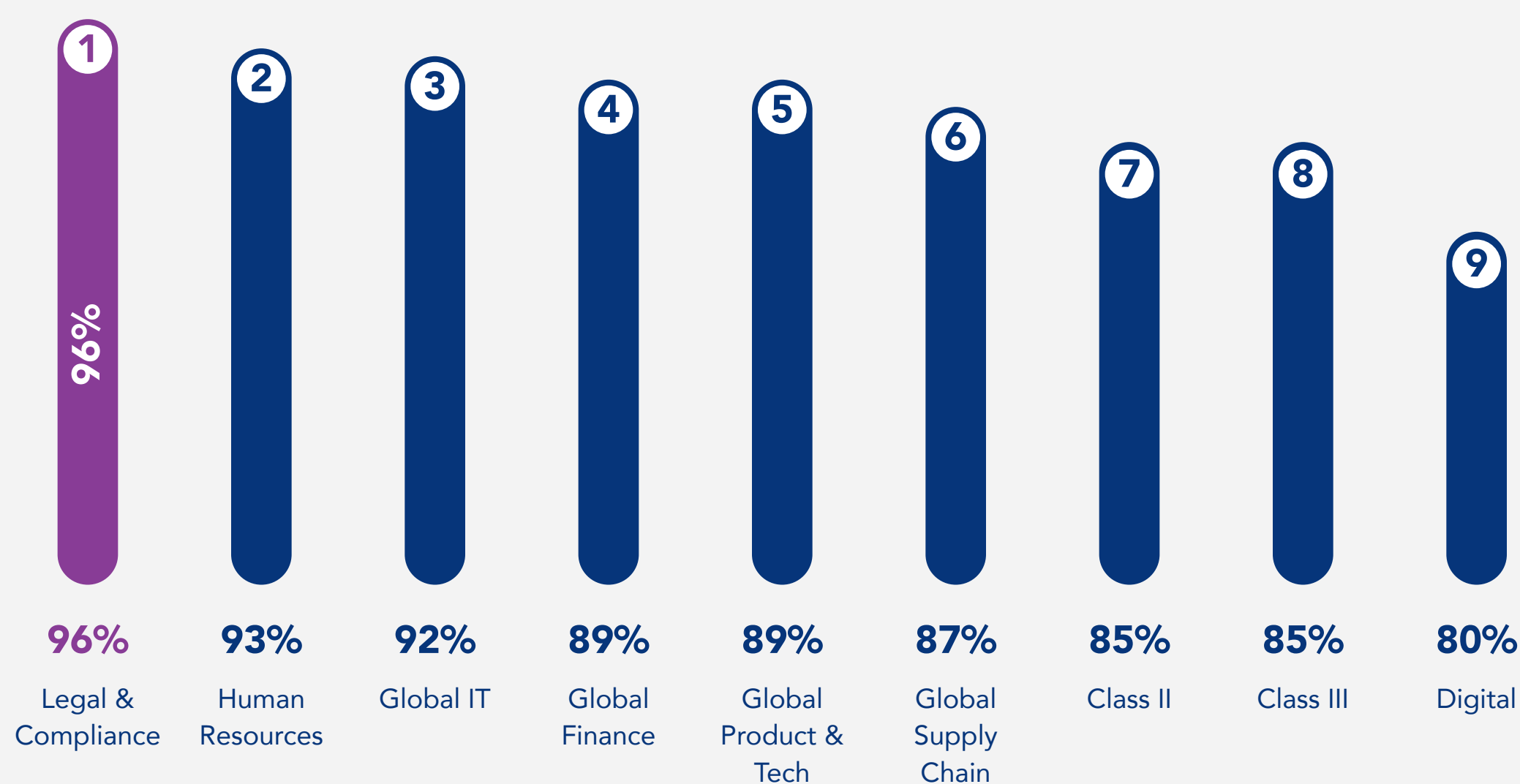


Image illustrates GES response rates per Business Unit

Other key takeaways from the survey included:

- Employees are proud to work at Aristocrat, and often tell others great things about working here;
- Most employees believe we have a strong focus on workplace safety and security, and that we are quick to address any concerns;
- Our diversity and inclusion indicators are strong, with high scores for fairness (specifically with respect to gender), and a work environment that employees regard as open and accepting of individual differences and
- Employees generally feel empowered to complete their work and balance work and life demands.

Aristocrat is working to dial up the focus on our people, customers and innovation within our company culture. As a result, we were pleased that 64% of respondents in the GES said that they see us putting our people first, while 65% believe we have enhanced our customer focus and 59% say that we are making progress in promoting innovation.

A number of improvement opportunities were identified as a result of the GES feedback, and responses are being led at different levels through the organisation to ensure effectiveness and buy-in. Global culture champions have also been appointed to help develop and lead key organisation-wide initiatives. These include programs to embed a customer mindset and initiatives to encourage a 'speak up' culture that facilitates robust debate and transparency at every level.



# EMPLOYEE RELATIONS

## ATTRACTING AND RETAINING TALENT

Aristocrat's 'Talent Unleashed' value recognises our priority of attracting and retaining talented people across our global business, and supporting them to unleash their full capability. We strive to build a reputation as an employer of choice, successfully competing for and retaining the best talent in the industry.

In 2019, Aristocrat was again recognised with the 'Great Place to Work' award as one of the top 50 companies to work for in India. This award included a citation for our commitment to supporting employees' development at every stage in their careers. We are proud of the business we have built in India, and the people who lead and work within it. Our aspiration is to achieve analogous recognition across the other key regions where Aristocrat operates.

Aristocrat has launched a LinkedIn Life page which is garnering strong engagement, and helping to share who we are, what it's like to work at Aristocrat and our culture and values with a broader candidate audience. The page also provides insights into our graduate program and community contributions, among other highlights.

[Visit LinkedIn Life](#)

## EDUCATIONAL PARTNERSHIPS AND COLLABORATIONS

Aristocrat is extending and strengthening educational partnerships across major global markets to help attract top graduates to a broad range of roles in our business. Following a strong intake in 2018, Aristocrat has continued to attract a diverse mix of graduates into its entry program. The number of female graduates recruited through the program rose from 29% in 2018 to 33% in 2019. Over the same period, we offered a number of internships throughout the business, with the percentage of female interns increasing from 30% in 2018 to 33% in 2019.



Attracting graduates to our business is a key priority

## CODE PROJECT

The CODE (Community Outreach to Develop Excellence) Project is an exciting initiative that was led by our Las Vegas employees during 2019. CODE demonstrates Aristocrat's values of Good Business, Good Citizen and Talent Unleashed, and strengthens our partnerships with educational institutions and local youth programs. Three senior Aristocrat employees serve on Clark County School District's (CCSD) Work-Based Learning Advisory Committee (WBLAC). Joined by other business leaders, parents, teachers and school administrators, the Committee strives to improve local students' attainment in science and technology and also advise on workforce development to benefit students and the broader Clark County community.



# EMPLOYEE RELATIONS

## CASE STUDY

### MACAU POLYTECHNIC INSTITUTE'S GAMING TEACHING AND RESEARCH CENTRE

Aristocrat is proud to sponsor an internship program with Macau Polytechnic Institute's Gaming Teaching and Research Centre (GTRC). As part of the program, our Macau business supplies lab technology to the GTRC. We also host two student interns from the program, who gain valuable industry experience in our Macau business and also participate in system and field support training. Through this internship program, our Macau business contributes to job creation and economic development for the local community.

## YES PROGRAM

During 2019, at the invitation of University of Nevada Las Vegas, Aristocrat participated in the Young Executive Scholars Hospitality & Tourism Program (YES Program). This is a program of applied learning, team collaboration and a mentor-guided case-study analysis of the global hospitality and tourism industry. Contributors to the program comprise universities, non-profit organisations, industry and community groups. Aristocrat was pleased to be part of the YES Program and to help build a better future for Las Vegas youth.

## TRIBAL SCHOLARSHIP AND EDUCATION

As part of our commitment to supporting our tribal gaming customers and communities, Aristocrat, through its subsidiary VGT, has initiated tribal scholarship and internship programs in our US business. The tribal internship program launched in late 2018, and was promoted through the American Indian Science and Engineering Society (AISES), while the first interns commenced at VGT in mid 2019. Further funding has been committed for 2020, to ensure the continuity of the scholarship program going forward.

We were honoured that VGT was included in the American Indian Science and Engineering Society, Winds of Change Top 50 STEM Workplaces in 2019. The citation recognises VGT for its support for workplace diversity and Indigenous STEM professionals.

[The Top 50 Stem Workplaces 2019: Employee Spotlights](#)

Aristocrat has also developed a company-wide initiative to educate our employees about the tribal nations, and the role that tribal gaming plays within these communities both in terms of sovereignty and delivering community services and advancement.

## EMPLOYEE TRAINING AND DEVELOPMENT

During 2019, we continued to invest in programs to support individual contributor and leadership development. Our programs focus on building personal excellence, accelerating leadership readiness, establishing leadership foundations and mastering leadership fundamentals. Following the global launch of our "LeadIn" training program in April 2018, 418 leaders completed the "Essentials" curriculum, representing approximately 70% of our leader population. The program has received an average rating of 8.5 (out of 10) indicating an encouraging level of satisfaction upon which we will seek to build. A baseline leadership development suite has also been created and launched, to ensure future leaders are supported in their development and that the business' leadership capability continues to grow as a whole.



Our 'Talent Unleashed' value recognises that employees are our biggest asset, and ensures that development is at the heart of our approach to people. We believe that investing in talent and development is vital to sustainable business growth and success.

During 2019, and in response to feedback received through the Global Employee Survey, Aristocrat launched Power Hub. Power Hub is a new suite of people tools that are simple to find and use, and make our people processes easier to engage with. Power Hub is a one-stop-shop that offers tools to support performance, development, learning and leadership, as well as a fun and engaging new reward and recognition program, PowerPlays, which was launched on 1 October 2019.

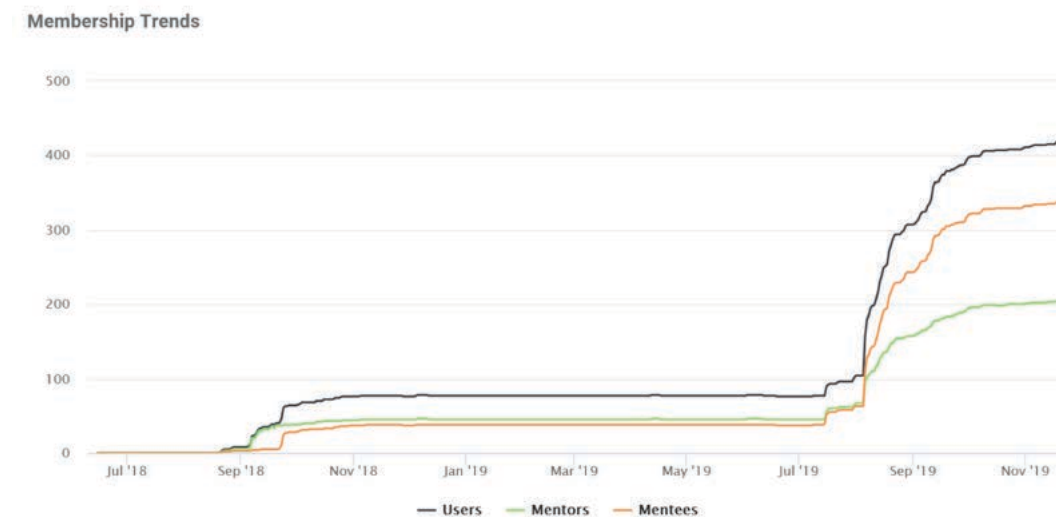


# EMPLOYEE RELATIONS

## MENTORING

Aristocrat strives to nurture the talents of all employees, and provide the right environment and opportunities for them to grow.

Following a successful pilot of GotMentoring (an online mentoring platform), the initiative was launched across the Aristocrat business in August 2019. Since launch, 393 employees have signed up to the program as mentors, mentees or both.



An internal employee survey has identified a number of key areas for development and focus including:

- Top 10 skills to improve: managing up; project management; negotiating and resolving conflict; improving processes; courage and confidence in speaking up; planning and execution; developing adaptability; analytical thinking; communicating effectively; displaying drive and purpose.
- Top 6 areas where mentoring sought: leadership skills; networking; career guidance; job or career change; professional skills; improve job effectiveness.
- Top 6 leadership competencies development sought: exhibiting leadership stature; enhancing business perspective and acumen; managing politics and influencing others; setting vision and strategy; taking risks and innovating.

GotMentoring enables employees to match and partner with mentors who meet their specific development needs, no matter where they are located across our global business. The platform enables employees to take full ownership of the direction of their mentoring relationships as well as creating development plans, joining mentoring circles and sharing materials and resources across users.

Through check-in surveys and direct communication from employees, feedback on the mentoring program been positive and subscription to the program continues to grow.

Extension of the GotMentoring program to our Big Fish, Plarium and Product Madness employees is planned for 2020.

## ENHANCING EMPLOYEE BENEFITS

Every year our Benefits team undertakes an extensive review of all current benefit offerings. We gather benchmarking and trend data to ensure we are offering competitive packages to attract and retain the most talented employees.

Aristocrat's innovative employee share program, SuperShare was launched during 2019. The program was awarded the Best International Share Plan at the Employee Ownership Australia Awards in August 2019. We are proud that SuperShare was recognised for its generous matching conditions and the unusual flexibility of the scheme, making it possible for more employees to participate in the program and share in our success as owners.

Aristocrat also offers free access to a confidential, 24 hour Employee Assistance Program (EAP) which has been designed to support the emotional, mental and general psychological wellbeing of employees and also assist immediate family members.



Providing a workplace where employees can work and play is a focus



# EMPLOYEE RELATIONS

## EMPLOYEES WHO INNOVATE

Aristocrat strives to foster innovation across all parts of our business.

In 2016, we launched thinkBIGGER as an internal program for accelerating product innovation. In the first two years, employees generated more than 1,000 ideas, several of which were selected for continued development. In 2019, the thinkBIGGER program pivoted to a crowdsourcing platform, and evolved beyond a product-only focus to encompass a much wider scope of challenge topics. Since launching this new platform in late June 2019, four separate challenges have launched. A sustainability challenge generated 172 ideas, 8000+ visits, 1,200+ comments and 4,500+ votes from across our organisation. A global evaluation committee (45 leaders in the business) reviewed and landed on finalists.



Dr. Frederik Pferdt, Chief Innovation Evangelist at Google, presenting at the thinkBIGGER Shark Tank



The thinkBIGGER platform has been purpose built with robust crowd-science intelligence to help the organization quickly identify and develop promising ideas and is now accessible to all employees across Aristocrat's global organisation.

We're proud of the fact that this program continues to grow year on year, showcasing and supporting our commitment to fostering a people first and innovation culture, and that employee engagement in the program has been so strong.

Aristocrat also awards a "Patent of the Year" prize, which is considered to be the highest honour for our creative teams. Participants in our Patent Program are eligible for financial incentives, reflecting the company's strong commitment to cultivating innovation and building the patent portfolio that underpins our sustainable success. We encourage everyone across the business to get involved by submitting ideas/inventions for award consideration.



# EMPLOYEE RELATIONS

## EMPLOYEE FLEXIBILITY AND LIFE BALANCE

Aristocrat has developed guidelines and a toolkit to support employees seeking greater flexibility in the way that they work. The toolkit includes information modules which provide guidance and direction on effective flexible working practices, communication, resource planning, stakeholder management and work health and safety considerations.



## WORKPLACE HEALTH, SAFETY AND WELLBEING

Aristocrat treats workplace health, safety and wellbeing issues with the highest priority, consistent with our values. The business has strong measures in place to maintain and promote a safe workplace for every employee, with an emphasis on preventative actions.

In meeting its legislative obligations, Aristocrat:

- Ensures that it is maintaining a safe working environment;
- Ensures that maintenance of plant and structures is completed;
- Ensures maintenance of safe systems of work;
- Ensures the safe use of, handling and storing of plant, structures and substances;
- Provides safety information, training and supervision to all workers;
- Provides adequate facilities for the welfare of workers when working, including wellness rooms and fitness centres; and
- Supports workers to prevent injury through training and education on identifying and reporting incidents of all types.

Aristocrat has three safety qualified employees, supported by eleven safety committees globally who contribute to sharing and expanding our safety culture. During 2019, 93% of new hires attended Workplace Health and Safety training, with further training on the fundamentals of safety being designed and rolled out during 2020.

Also during 2019, 175 safety audits were conducted across our land-based business. We have seen a significant uptick in incident reporting, with 60% of all incidents reported as near miss or hazard items. This data is being applied to help identify areas for improvement., the business has experienced a reduction in the amount of incidents resulting in lost work time, from 12 in 2018 to 8 in 2019.



We also recognise the importance of general employee wellbeing, and take opportunities to keep these issues front of mind, including through a designated “Wellness Week” and special events in conjunction with RUOK Day in Australia and Safety Day in North America. We seek to expand our wellness offering where possible, with employees having access to health checks and skin cancer assessments, as well as annual flu vaccinations, and more health and fitness opportunities to roll out at various sites in 2020. The company will also be rolling out training to add more mental health first aiders to the business in the coming year.

To support wellbeing, employees are provided with access to an Employee Assistance Program (EAP) which offers a range of professional services, including counselling and coaching sessions for employees and immediate family. These sessions extend to issues such as conflict, stress, anxiety and depression, drugs and alcohol, relationships and personal issues, trauma, grief and loss. Coaching can also help with preventive measures through goal setting, decision-making, major life events, peri-natal coaching, financial coaching, work-life balance, communication and improving relationships.



# CORPORATE GOVERNANCE & CYBERSECURITY

Aristocrat strives to continually strengthen our corporate governance regime, consistent with our values and obligations. In particular, we work to ensure full compliance with our Constitution, the Australian Corporations Act, ASX Listing Rules and other relevant regulations.

Our Board is focused on effective oversight of the business, including through its committees and sub-committees. The Board maintains a sound and transparent governance framework with corporate governance issues being a standing agenda item for all Board meetings.

The Board determines the management policies of Aristocrat, and delegates decision-making authority to the Executive Steering Committee to conduct business operations in accordance with Aristocrat's governance principles and framework.

[Read more about Aristocrat's approach to corporate governance](#)

## CYBERSECURITY

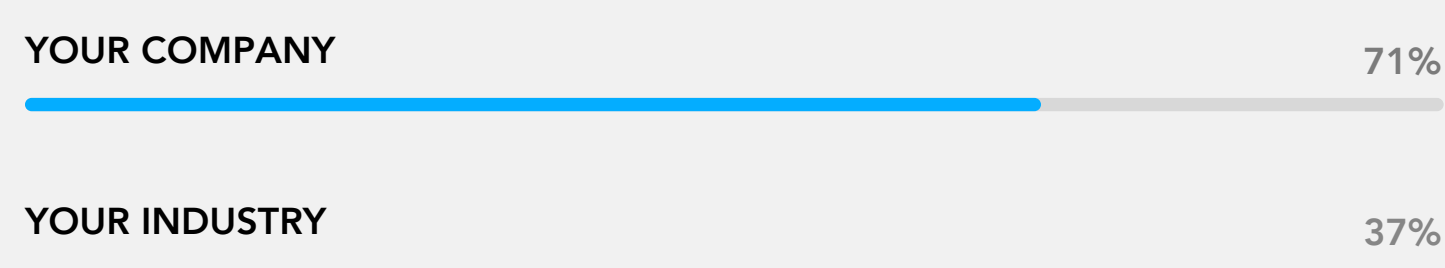
Aristocrat takes an enterprise-wide view of our cyber risks and mitigation strategies in recognition of the escalating and increasingly sophisticated cyber threats faced by all businesses. In 2019, as part of our ongoing commitment to protect our customers, partners, and employees, we updated our policies to ensure security was a focal point for our business. Aristocrat's Global Information Security (GIS) Policy has been benchmarked against industry standards and supplemented with a GIS Acceptable Use Policy to make employees' responsibilities easier to understand.

We are also strengthening our clear-web and dark-web threat intelligence capabilities, to help proactively identify and manage potential issues. For example, we are now better able to monitor for the impersonation of key executives and the presence or misuse of sensitive documents and employee credentials, and will continue to build these capabilities going forward.

Aristocrat places particular emphasis on educating employees to be conscious of cyber security risks and ensuring compliance with our security procedures and protocols. A comprehensive employee training program commenced in December 2018, with manager level dashboarding and internal phishing assessments. By testing susceptibility to various types of phishing scams, we were able to identify gaps in employee awareness and tailor security training activities and tools to address them. Over 61,000 security awareness training videos have been assigned to our employees since the launch of the program. The current completion rate is 75%, and growing.

### ARISTOCRAT VS. INDUSTRY COMPARISON

How well are your employees doing with our security questions? Here's how your company's correct response rate measures up against those who have not taken the training.



Source: Ataata (through Mimecast)

## GENERAL DATA PROTECTION REGULATION (GDPR)

Aristocrat and its operating businesses have taken steps to ensure we are compliant with the EU's GDPR legislation, which was enacted in May 2018. We continue to monitor GDPR legislation compliance with our land-based and digital businesses through regular meetings and reviews with our internal and external lawyers, as well as tracking internal and external enquiries regarding GDPR.



# CORPORATE GOVERNANCE & CYBERSECURITY

## CRISIS MANAGEMENT

Following a review of Aristocrat's crisis management capability in 2019, our Crisis Management Plan has been updated and expanded to include technology and cyber-related threats and identify additional potential exposures and stakeholder interests. Central and regional Crisis Management Teams (CMT) have been formed, and equipped with in-depth training, authority and resources. CMTs have been trained in managing human impacts (employees and community), company reputation and corporate assets. CMTs are empowered to make strategic decisions in any crisis, while also providing direction and guidance to response teams and to the wider organisation. No crisis or other event has occurred during 2019 requiring formation of CMTs.

## LICENSING AND COMPLIANCE

In 2019, Aristocrat Leisure Limited and 19 of our subsidiaries were licensed in 329 jurisdictions throughout the world. In total, the business holds 602 gaming, which authorise us to design, develop, manufacture, sell, install and maintain gaming equipment.

39 regulatory authorities have imposed 138 conditions on Aristocrat's licenses which we ensure ongoing compliance with. These conditions typically relate to obligations to disclose certain changes within the company such as ownership, control, officers and directors, changes to key employees, corporate structure and so on.

Aristocrat's Compliance team requires employees to confirm compliance with the conditions assigned to them on a quarterly basis. Typically, this involves around 340 employees. A rigorous follow up process ensures 100% completion each quarter, with an escalation process if needed. Any disclosures made by employees through this process are followed up by the Compliance team as appropriate.

## ANTI-BRIBERY AND CORRUPTION

Aristocrat is committed to maintaining the highest levels of integrity and ethical behaviour and we have a zero tolerance approach to acts of bribery and corruption in relation to both the public and private sector. We require compliance with all anti-bribery and corruption laws in all markets and jurisdictions in which we operate and our Anti-Bribery and Corruption Compliance Program comprises a global Anti-Bribery and Anti-Corruption Policy that covers the giving, agreeing to receive, or offering of a bribe, requesting, agreeing to receive, or accepting a bribe, bribing public officials, and failing to prevent bribery. In addition, we have an extensive compliance training program that certain employees must complete as part of their on-boarding at Aristocrat.

Aristocrat also maintains an independent communication channel for employees to report suspected acts of bribery and corruption (whistle-blower program).



# ENERGY & ENVIRONMENT

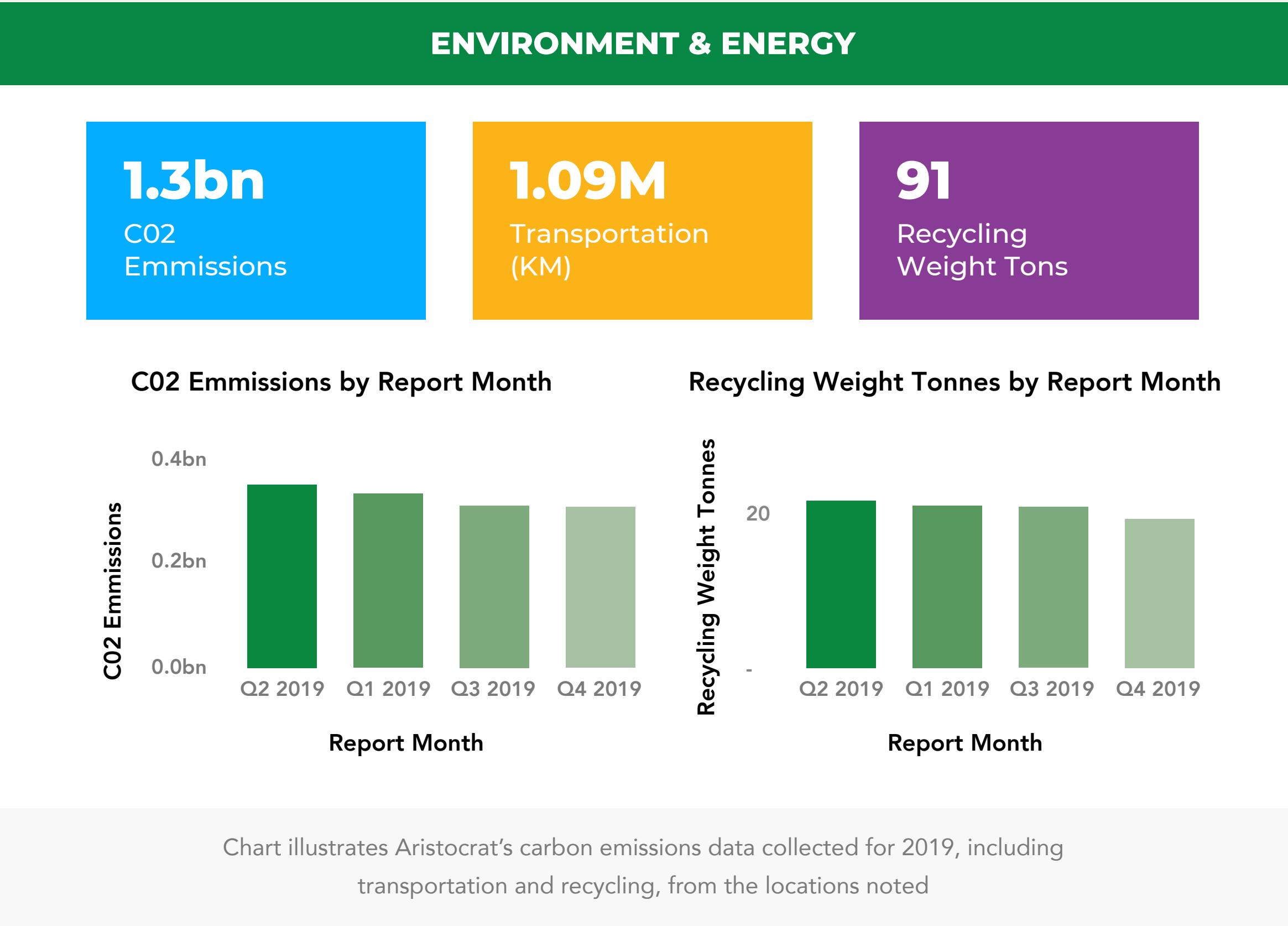


Aristocrat is focused on embedding environmental considerations within our global supply chain and other core business operations.

## MEASURING WHAT MATTERS

Key environmental issues at Aristocrat include product design and development (both hardware and software), waste and recycling, transport (freight, air travel, company vehicles), water and energy consumption.

In 2019, we have evaluated Group carbon emissions, including across manufacturing and logistics operations. We have focused on establishing baseline data on carbon emission volumes<sup>3</sup>, including transport<sup>4</sup> and recycling<sup>5</sup> for the largest part of our operations (Australia and North America<sup>6</sup>). We plan to extend carbon emissions tracking to other key locations in 2020. The Group will be also be developing our response to the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations over the course of 2020. We are also planning to include water consumption, paper usage and freight data in the scope of our regular audit process our global business.





# ENERGY & ENVIRONMENT

## EMPLOYEE-LED ACTIVITIES

Our employees are passionate about the environment and this is demonstrated through the multiple practical and employee-led activities that take place across our global business. For example, our VGT team in Franklin, Tennessee implemented the following initiatives during the year:

- Collection of 700 batteries and arranging to have them safely disposed, saved from landfill;
- Use of rechargeable batteries for keyboards, mice and other electronic devices;
- Supply of reusable beverage containers. This has resulted in a significant reduction of single-use bottled water (from 816 bottles in January 2019 to 96 bottles in September 2019) while also reducing the use of paper coffee cups and hot sleeves;
- Substitution of plastics with recycled fibre, including compostable plant fibres;
- Education and awareness sessions, including a plant-based eating program;
- Volunteering to assist in mulching trails at a local park and
- Improved signage at refuse/recycling bins to prevent contamination.



Our thinkBIGGER internal innovation platform also facilitates improvements, by harnessing employees' passion and creativity. In 2019, a thinkBIGGER Sustainability Challenge encouraged employees to propose actions to improve our environmental impact and sustainability. The challenge generated 172 submissions from across the business, a number of which will be taken forward and implemented.

## CASE STUDY

### SUMMERLIN OFFICE RELOCATION

Buildings have a substantial impact on people and the planet. They use resources, generate waste and are costly to operate and maintain. "Green building" is the practice of designing, constructing and operating buildings to enhance occupant health and productivity, using fewer resources, reducing waste and environmental impacts.

As part of the planning for Aristocrat's new Las Vegas headquarters and campus in Summerlin, we ensured that the practice of "green building" was an integral part of the design process.

The core and shell of the buildings used environmentally-friendly materials to reduce the CO2 footprint, the project being awarded Leadership in Energy and Environmental Design (LEED) accreditation, an internationally recognised green building certification program. This responsible relocation mindset extended to the relocation process, which was managed carefully and with the enthusiastic support of our employees, and delivered:

In total, 28 tonnes of rubbish was diverted from landfill, and a number of local schools, medical centres and universities benefited from the donations.

10+

tons of recycling

10+

tons of goods repurposed and reused by employees

8+

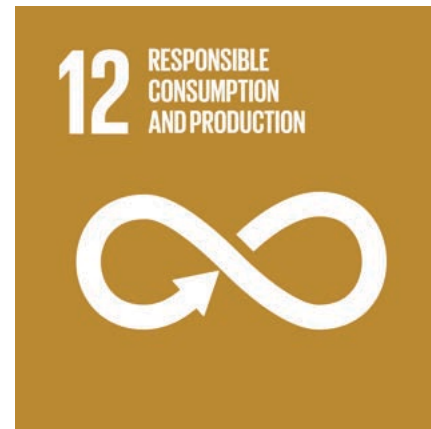
tons of goods donated and re-used by local non-profit organisations. Goods included laptops, desktops, LCD screens and office furniture.



Please also refer to the Environmental Regulation statement in the Directors' Report



# ETHICAL SOURCING



Aristocrat recognises the obligation and opportunity we have to contribute to ethical practices through our global supply chain. This extends to the way we work with our suppliers, and encourage them to operate in a manner that meets appropriate ethical, environmental, community and societal standards.

We take an active and collaborative approach with our suppliers, and seek to help them identify, mitigate and resolve potential ethical sourcing risks in their supply chains.

## CONTINUOUS IMPROVEMENT WITH OUR SUPPLIERS

To ensure our standards are met, and with a view to continuous improvement in the way we work with our suppliers, in 2019 we began updating our supply chain contracts to require suppliers to comply with all applicable Modern Slavery, Conflict Minerals and related laws. Contracts are being updated on a priority basis, with supplier criticality and contract duration being key considerations. We are planning to have all current and new supplier agreements updated within 2-3 years. During 2019, we issued four new supplier agreements incorporating the updated provisions, and audits are being conducted of the balance of our existing top 30 suppliers to ensure these contain the required provisions.

An Aristocrat Supplier Code of Conduct is also under development, and is intended to provide further guidance and clearly set expectations for our suppliers.

The Supplier Code of Conduct will capture our ethical sourcing principles and reinforce our commitment to conducting business with the highest levels of integrity and in compliance with both the letter and spirit of all applicable laws and expectations. Aristocrat's Supplier Code of Conduct will require suppliers to:

- Operate in manner which is not unethical or compromising;
- Not enter into any agreements that reduce competition;
- Not enter into any agreements that impose resale or pricing on resale;
- Refuse money, cash equivalents, gifts of more than nominal value, excessive hospitality, loans, or other special treatment from present or prospective suppliers that might influence, or appear to influence, business or purchasing decisions;
- Comply with all applicable laws and regulations in the countries in which they operate, including in terms of human rights, modern slavery and conflict minerals.

## CONFLICT MINERAL SOURCING

Aristocrat complies with all applicable Conflict Minerals regulations, including the US Dodd Frank Act (Section 1502), and the EU's Regulation 2017/821 concerning minerals originating from conflict zones and high-risk areas. We require our suppliers to also:

- Supply conflict free materials and products;
- Respond to requests for information on sources of supply; and
- Perform due diligence on their own suppliers and sources of materials for products to be supplied to Aristocrat.



# ETHICAL SOURCING

## HUMAN RIGHTS

Aristocrat requires key suppliers to take steps and provide periodic self-assessments to ensure human rights violations are not occurring within their operations. We will also require completion of a Modern Slavery Survey during 2020 by all key suppliers. The survey is aimed at ensuring suppliers:

- Maintain policies and procedures to safeguard key human rights, including freedom from discrimination, child and forced labour;
- Treat their employees and contractors with dignity and respect and
- Provide safe working conditions, reasonable working hours and fair remuneration.

[Read our UK Modern Slavery Statement](#)

Audits of responses to supplier self-assessments are conducted by Aristocrat's internal Global Strategic Sourcing (GSS) team.

## EMPLOYEE AWARENESS AND TRAINING

An Ethical Sourcing training course is under development, and will be deployed to all employees working in our global supply chain and procurement functions during 2020. The course is tailored to our business, and aims to educate and upskill our employees to understand our ethical sourcing obligations and commitments, as well as to partner with and assess suppliers effectively to drive improvements.

