



## Nomination for 2024 IAG Academy IR Awards

- **Category:** Best Workplace
- **Organisation:** Aristocrat Gaming

### **Increased Investment in Asia**

We have made significant investments in our people and our infrastructure.

#### *People*

We continue to invest in our people across the region, with new roles created to further support our partners across the region. In Asia, our team is largely made up of employees that were born and raised in the regions in which we operate.

#### *Infrastructure*

Our newly refurbished Macau office and showroom was redeveloped with input from the Macau team, to create an ideal work environment and an exciting destination for customers and the industry.

### **Commitment to Diversity, Equity and Inclusion**

As a global organisation, we take a very broad approach to D&I to ensure we meet the expectations of our whole workforce. We do this through various platforms and offerings, such as:

#### *Events*

2024 International Women's Day Celebration held in Manila was the first event of its kind to be held in Asia by Aristocrat. Very well received by the industry. This is a milestone our team is very proud of.

#### *Learning & Development Programs*

"Ready to Rise" is our 12-month Global Women and Allies Career Development Program.

The program aims to promote development equity, provide female employees with access to career-enhancing learning and development opportunities

#### *Partnership with "Parents at Work"*

Our partner **Parents at Work** offers resources and tools to help working families thrive and cope with the pressures of balancing work and family. (e.g. webinars on managing work/family life, caring for aging parents, prioritising mental health etc)

#### *Representation of Women in Senior Leadership Roles*

At Aristocrat, we've made great progress on gender diversity and equity by increasing the number of women in leadership roles and addressing the gender pay gap through investments in parity and policies that increase representation at all levels.

Women represent a large number of our workforce in Asia, taking up senior leadership positions in Macau and the Philippines. Here is a snapshot of some of the female employees in senior leadership roles for APAC:

- Selena Che - Country Manager – Philippines
- Ashley Fong - Senior Manager Product & Planning, Asia

- Annie Chan - Director of Operations, APAC
- Kimmi Siu Dewar - Marketing Director, Asia
- Daniela Vivaldo-Barbara - Senior Manager of Communications, APAC

Globally, this year, we have further increased the representation of women on our Board and our top leadership levels to well above 40%.

We also further increased the representation of women overall across the entire enterprise to 32.4% - getting closer to our target.

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Today, women represent the **majority of executives reporting to our CEO Trevor Croker**. Our Board overall stands at around 44% female in total

### **CSR Initiatives**

Our team is committed to giving back to the communities in which they work and live. Some fantastic initiatives we are involved include:

- MASDAW, Macau – Since May 2023, our team has supported the MASDAW animal shelter. Each quarter, the team participates in activities like walking the dogs, provide company sponsorship, and encourage staff to donate.
- Tree planting in Macau
- Partnership with children's orphanage "Asociacion de Damas Filipinas" – Our partnership involves visiting the orphanage and engaging in fun activities with the children. Most recently, the Philippine Team taught the children how to use acrylic paint to create some amazing artwork! The team also donated goods such as milk, rice, biscuits, fruits and vegetables for the children.
- STEPTember – raising funds for Cerebral Palsy Alliance and keeping fit and healthy!
- Blood donation in Macau and Philippines

### **Employee Engagement, Social Activities:**

Our highly engaged teams work hard and play hard. Here are just some examples of social events they have organised for team building and celebrating significant achievements:

- Team celebrations – To celebrate Q3 FY24, the Macau team recognised the exciting milestone at our new Macau office. Lloyd Robson, General Manager of Asia, expressed his heartfelt gratitude over the teams' effort during the past six months. The party was filled with tasty snacks and upbeat music.
- Mooncake Workshops to celebrate mid-autumn festival
- Pig-cutting convention
- Team lunches offsite at local restaurants (e.g. for Year of the Dragon)
- Oktoberfest celebrations for the Philippines Team
- Macau Grand Prix