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For Immediate Release:

JAMES PACKER, CHAIRMAN CROWN RESORTS, LAUNCHES CROWN'S SECOND RECONCILIATION ACTION PLAN

Melbourne, Australia. Friday 31 July 2015. Today Crown Resorts (Crown) is launching its second Reconciliation Action Plan. Reconciliation Australia has classified the RAP at an Elevate level (the highest and most ambitious category) recognising that Crown is working towards real change and reconciliation for Australia.

Crown has achieved all the targets established in the first RAP, and the second RAP sustains its focus on respectful relationships between Aboriginal and Torres Strait Islander communities and Crown's employees. Significantly, in this new RAP, some of Crown's Indigenous employees will be placed into leadership programs so that they develop skills and gain experience to help them move into senior management roles in the company. As well, new targets in terms of culture, employment, procurement and Crown's commitment to the broader Indigenous community have been established.

Justin Mohamed, CEO of Reconciliation Australia, said: "Crown Resorts has proved itself a game changer in Aboriginal and Torres Strait Islander employment and its broader reconciliation initiatives. With its Elevate RAP, Crown Resorts has set the bar high to benefit Aboriginal and Torres Strait Islander people and is determined to succeed in its endeavour."

As one of Australia's largest private sector employers, Crown has always understood its responsibility to provide employment opportunities for Aboriginal and Torres Strait Islander Australians.

James Packer said: "Crown believes that providing meaningful employment is the best way for our company to help close the gap on Indigenous disadvantage. I am proud to say that our Indigenous Employment Program is widely considered a best practice model and that, in July this year, we employed our 450th Indigenous employee. We recognise there is a lot more to do and we are committed to giving our fine Indigenous employees the opportunity to move into significant management roles as our second RAP progresses."

To extend its commitment to reconciliation beyond employment and training, the Crown Resorts Foundation, in partnership with the Packer Family Foundation, has created a \$200 million National Philanthropic Fund. The Crown Resorts Foundation believes that the key to Indigenous employment is having strong education pathways that begin early in life and that's why a key focus of this initiative is to support key community organisations that are working to empower young Aboriginal and Torres Strait Islanders through education opportunities.



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The Foundations recently announced a further \$2 million commitment over the next two years to Indigenous education organisations that include the Aurora Education Foundation, Australian Indigenous Education Foundation, Australian Indigenous Mentoring Experience (AIME), Australian Literacy and Numeracy Foundation, Clontarf Foundation and Ted Noffs - Indigenous Schools Project.

Key facts about Crown's commitment to Indigenous employment:

- Crown has employed over 450 Indigenous Australians since the commencement of the Program and is on track to achieve its target of 2000 employees by 2021.
- Crown's Indigenous Employment Program has been recognised with a number of awards, most recently the Australian Human Resources Institute's Indigenous Employment Award and the Australian Business Awards for Community Contribution in 2014.
- Crown Indigenous employees have earned over \$18m in wages since the inception of the program.
- Crown's Indigenous employees hold gatherings six times per year in alignment with the six seasons of the Noongar calendar. These gatherings are essential in creating a sense of community and support.
- Crown's Indigenous employees represent communities from all states and territories. They include communities ranging from Yamatji in North West of Western Australia to the Mouheneenner of South West Tasmania.
- Crown's Indigenous employees range in ages from 18 – 62 years.

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