

## **EQUALITY & DIVERSITY**

### **POLICY STATEMENT**

The Stars Group's Equality & Diversity Policy applies to all of its employees, temporary workers and consultants. Any third-party suppliers and contractors are also required to adhere to the provisions of the policy while engaged by The Stars Group.

The Stars Group believes in the values and benefits diversity can bring to its workforce and it seeks to maintain a workforce comprised of talented and dedicated individuals whose skills and backgrounds reflect the diverse nature of the business environment in which it operates. Accordingly, the composition of The Stars Group's workforce is intended to reflect a diverse mix of skills, experience, knowledge and backgrounds. Additionally, The Stars Group is fully committed to being an equal opportunities employer and is opposed to all forms of unlawful and unfair discrimination.

The commitment to diversity and equality in the workplace is good management practice and makes sound business sense. Workforce diversity promotes, among other things, the inclusion of different perspectives and ideas, and ensures The Stars Group has the opportunity to benefit from all available talent. Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. The Stars Group's recruitment and selection practices aim to hire the kind of people who support these aims.

All employees, whether part time, full time or temporary, will be treated fairly and equally and with respect. Selection for employment, promotion, training or any other practice will be made on criteria free from unlawful bias.

As an inclusive employer, The Stars Group recognizes that promoting a culture of equality and diversity is crucial to demonstrating not only how it values its people, but in maintaining each employee's engagement and ensuring the continued success of The Stars Group. To promote these principals, The Stars Group aims to break down some of the barriers that have traditionally existed in the workplace, such as, for example, the stigma surrounding mental health by promoting mental health awareness among its workforce through counseling and providing educational materials on the subject. The Stars Group respects, and expects the entire workforce to respect, each employee and the contributions and value each employee adds. The Stars Group's aim, which is made evident through its policies and practices, is to enable every employee to reach his or her full potential.

The Stars Group recognizes that people have lives outside of work and has policies in place to support employees with commitments such as caring for family members, undertaking study and just having some balance between work and life. The Stars Group's Personal Interest Allowance (PIA), for example encourages employees taking up new interests completely outside of work.

Even those who do not yet work for The Stars Group will be treated in this same way. The Stars Group's recruitment and selection policy and practices evidence its approach to equality and diversity.