



Aristocrat's Sustainability Disclosures reflect the company values, a commitment to transparency and the company mission – *Bringing Joy to Life through the Power of Play.*

Advancing Sustainability

Lowering Carbon Emissions

In 2020, Aristocrat expanded its emissions tracking and reporting to include transport, travel, and recycling for the largest part of operations in Australia and North America.

Reducing Resource Consumption & Waste

Aristocrat is continually reviewing product design practices to align with sustainable design and procurement principles. For example, utilizing 3D printers for prototyping and reducing shipping requirements among other things. It has also employed more efficient power supplies for gaming machine cabinets. Aristocrat also surveys its suppliers to evaluate environmental impacts throughout the supply chain.

Employee-led initiatives in 2020 included eliminating single-use plastics from offices in India, new recycling programs, and a local river clean-up effort.

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Highlight: Preventing Bribery and Corruption

As part of its commitment to the highest standards of integrity, Aristocrat's Anti-Bribery and Corruption Compliance Program takes a zero-tolerance approach to bribery and corruption. Aristocrat requires comprehensive compliance training for all members of the Board, executive leadership team, group risk and audit team, all sales employees, and select manufacturing and procurement teams. A whistleblower program allows employees to report suspected corruption.

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Strengthening Diversity & Inclusion

Increasing Board & Management Diversity

In 2020, Aristocrat was recognized as a top performer in the [Chief Executive Women ASX2000 Senior Executive Census](#) in recognition of its executive leadership team comprising 40 percent women. Three of seven members of Aristocrat's Board of Directors are women.

Strengthening Employee D&I

As part of its ongoing commitment to diversity and inclusion, Aristocrat appointed a specialist D&I enterprise leader and other dedicated staff in 2020 focused on improving People & Culture practices from the perspectives of gender equality, diversity, and inclusion in recruitment, promotion, development, and pay. Aristocrat also refined its recruitment and selection practices last year to ensure diversity in candidate shortlists and interview panels.

Aristocrat conducts employee surveys, focus groups, and hosts forums to gain insights into potential barriers to diversity, along with annual compensation analysis to address any gender pay gaps.

Engaging Diverse Supplier & Vendors

Aristocrat's supply chain utilizes 26 percent small or minority- and women-owned enterprises on its gaming machine products. Aristocrat is proud to partner with umAfrika, a majority Black-owned South African company and Aristocrat's exclusive distributor in South Africa and other Sub-Saharan and Indian ocean countries.

Supporting Racial Equality & Social Justice Efforts

Among other initiatives, Aristocrat marked International Women's Day through an event on its popular mobile game *Gummy Drop* featuring influential women from history. Later in the year, Aristocrat's U.S. Diversity & Inclusion Council hosted an event to mark National Disability Awareness Month.

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Investing in Communities

Delivering in Times of Crisis

In response to Australian bushfires and drought, Aristocrat made an AUD250,000 donation to relief efforts, along with a Christmas food drive and the adoption of 18 koalas through the Koala Preservation Society. Employees raised AUD20,000 for Foodbank and AUD20,000 for the Country Women's Association, with Aristocrat adding AUD10,000 in recognition of its employees' efforts.

Aristocrat raised \$20,000 for [U.S. Academy of Country Music's Lifting Lives](#) COVID-19 relief efforts through a live-streamed concert. In Macau, Aristocrat donated 50,000 surgical masks to the SAR government to alleviate the PPE shortage. Aristocrat also donated 1,700 food packages across ten hospitals and medical centers in the Philippines in partnership with the City of Dreams Casino.

Expanding Education & Career Opportunities

Aristocrat is proud to sponsor several education programs. Guardian Angel, Aristocrat India's local sponsorship program, partnered with Literacy India to support the education of 76 children. The `Project` (Community Outreach to Develop Excellence) was launched by Aristocrat's Las Vegas employees and strives to improve local students' attainment in science and technology.

Last year, Congresswoman Dina Titus awarded Aristocrat a Congressional Commendation for its support of [Teacher Exchange](#), which provides resources to Clark County schools.

Addressing Critical Community Needs

Most of Aristocrat's charitable giving is led by employees and teams at the regional and local levels. Fundraising and volunteer initiatives are coordinated through regional AristocratCARES teams. Aristocrat and its employees' charitable contributions totaled more than AUD989,000 in 2020.

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Upholding Responsibility

Protecting & Empowering Consumers

In 2020, Aristocrat expanded its commitment to empowering and informing players by developing new resources and guidelines, including in-app "Responsible Play" resources and unified self-exclusion procedures for social casino-style video games.

Establishing & Following Rigorous Business Standards

Ongoing investment in the development of responsible gaming features allows Aristocrat to uphold the highest business standards. In 2020, Aristocrat updated its Marketing Guidelines which are designed to enable game, product development, marketing, and legal teams to develop marketing which is consistent with our Responsible Gameplay Policy.

Training Employees

Approximately 99 percent of eligible Aristocrat employees completed responsible gameplay training in 2020. A new responsible gaming online portal provides an always-available one-stop shop for responsible gaming resources.

Investing in Research & Partnering with Advocacy Groups

Aristocrat is a long-time contributor to the International Social Games Association's research and has provided funding to the University of Sydney's Gambling Treatment and Research Clinic, International Center for Responsible Gaming, and the Nevada Council of Problem Gambling.

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"Prioritizing diversity, responsibility, and sustainability are not only good for business—they're the right thing to do. I'm proud that Aristocrat has made ESG core to our growth strategy. It's one important way we can help ensure the gaming industry has a sustainable and vibrant future."

- Trevor Croker, CEO & Managing Director, Aristocrat