



# Building Momentum in Sustainability

Sustainability  
Disclosures FY23





# About this report

Welcome to Aristocrat's Sustainability Disclosures for the financial year from 1 October 2022 to 30 September 2023 (FY23).

Aristocrat reports on our sustainability progress in a number of ways:

- This comprehensive Sustainability Disclosure, which complements our Annual Report by setting out progress made on our strategy, priorities, targets and policies.

**Annual Report**



- The Sustainability section of our corporate website which provides further information on our Sustainability program and priorities.

**Corporate Website**



- A dedicated Responsible Gameplay section of our corporate website where you can find more information about our approach.

**Responsible Gameplay**



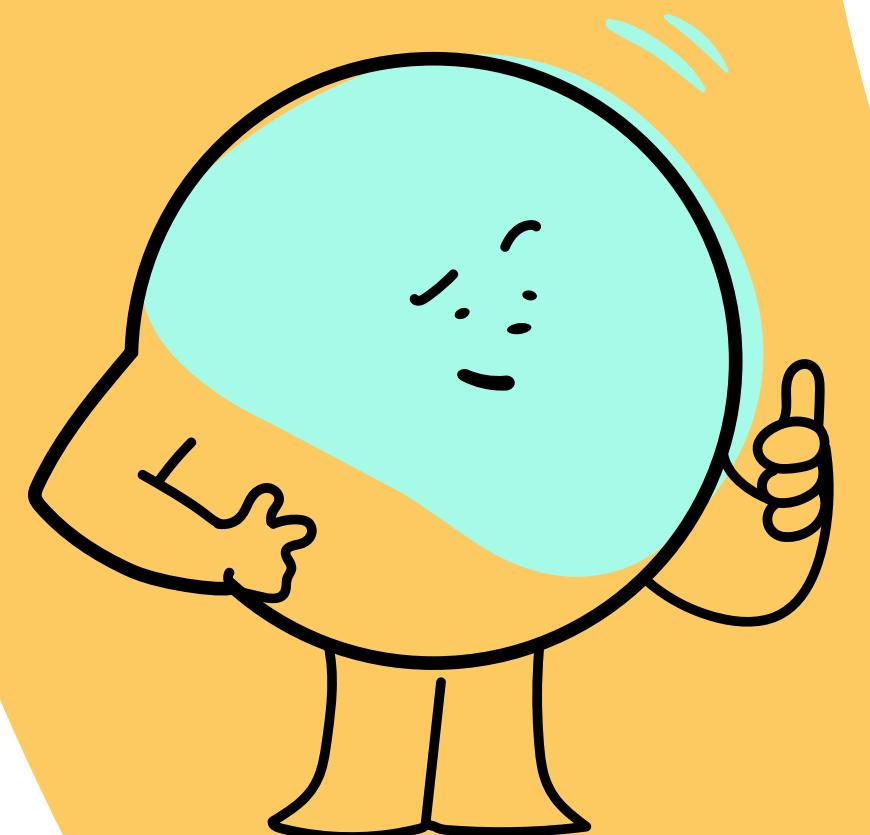
- Aristocrat's Modern Slavery Statement which details our approach to human rights and action taken within our business operations and supply chain.

**Modern Slavery Statement**



Aristocrat Leisure Limited (ASX: ALL) is an entertainment and content creation company powered by technology to deliver world-leading mobile and casino games. Through our three operating units - Aristocrat Gaming, Pixel United (which encompasses our Product Madness, Plarium and Big Fish Games business units) and Anaxi (formerly online RMG), supported by more than 7,800 employees in over 20 locations around the world - we are a world-leading global gaming content company and mobile games publisher, entertaining millions of players across the globe every day. Aristocrat's Sustainability Disclosures have been prepared to provide a general overview of Aristocrat's performance with respect to environmental, social and governance matters between the period of 1 October 2022 to 30 September 2023 (referred to as 'FY23' in this Report). Information presented in this report is, unless stated otherwise, current as at 30 September 2023. Without limiting the above, this document and any other written or oral communication accompanying it may contain forecasts, forward looking statements or statements as to future affairs which are based on intentions, goals, objectives, estimates, assumptions and expectations of Aristocrat Leisure Limited or its subsidiaries (collectively the "Company") that, while used in good faith, necessarily involve (i) subjective judgments; (ii) inherent uncertainties; and (iii) significant contingencies, many of which are beyond the Company's control or reflect future business decisions which are subject to change. Therefore, there can be no assurance that such forecasts, forward looking statements or statements as to future affairs will be realised or that the Company's actual or future results, or subsequent forecasts, will not vary significantly from such forecasts, forward looking statements and statements as to future affairs. Any and all forecasts and financial information in this document, and in any accompanying written or oral communication are not, and shall not be relied upon as, a promise or representation as to future matters. The Company's results may be affected by factors including, but not limited to, the risks and uncertainties in competitive developments, regulatory actions, litigation and investigations, business development transactions, economic conditions, pandemics and changes in laws and regulations. The Company accepts no responsibility or liability in relation to the accuracy or completeness of any forecasts, forward looking statements or statements as to future affairs, or whether they are achievable. Investors and prospective investors are cautioned not to place undue reliance on forward-looking statements. The Company does not assume any obligation to revise or update this document, or any accompanying written or oral communication or any of the estimates, assumptions or expectations underlying such forecasts, forward looking statements and statements as to future affairs. Certain data included herein has been obtained from alternative external sources and as such may be inconsistent given differing underlying assumptions and sources. We have not independently verified information from these external sources.

**We are an industry-leading global gaming company and mobile games publisher, entertaining millions of players across the globe every day.**



**Aristocrat Leisure Limited (ASX: ALL) is a global entertainment and content creation company powered by technology offering a diverse range of products and services including electronic gaming machines, casino management systems, free-to-play mobile games and online real money games.**

**Aristocrat has three operating units:**

- 1 Aristocrat Gaming**
- 2 Pixel United**
- 3 Anaxi**



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# Message from Trevor Croker, CEO



I am delighted to share Aristocrat's Sustainability Disclosures for FY23.

Sustainability is embedded in Aristocrat's strategy, operations and the values and culture of our teams around the world. It is an essential part of our long-term commitment to the communities within which we work and live, and a key way we serve our customers and players by improving our business, and the broader industries in which we operate.

We know that innovation and adaptation are critical to navigating emerging challenges, and FY23 has been no exception with many economic, political and environmental disruptions experienced around the world. We particularly recognise those impacted by conflict during the year – including our people navigating the challenges of the ongoing war in Ukraine, and, post period end, the outbreak of conflict in Israel.

During these volatile times, our focus remains firmly on addressing the things within our influence or control. This very much includes our sustainability agenda, which is anchored in a determination to improve Aristocrat's business across the pillars of Product Responsibility, Business Operations and People & Community. Our objective is to be a better, stronger and

more resilient organisation that is responsive to the expectations of our stakeholders and welcome in the community.

I'm pleased to report that we made strong progress against our goals in FY23.

Responsible Gameplay (RG) remained Aristocrat's highest sustainability leadership priority. We continued to strengthen RG governance, with the launch of a new suite of tailored policies and compulsory training rolling out across the business. We also completed Australia's first cashless gaming trial, with lessons learned already being factored into the next generation of technology. We continued to innovate in player education and engagement too – launching our first ever "positive play" consumer marketing campaign in the US, and rolling out the next generation of targeted player

**"We're clear on our purpose and are committed to our mission of bringing joy to life through the power of play, with sustainability being central to our strategy."**

messaging in a key social casino app. We continued to take an iterative approach, testing and learning, to refine and expand our efforts.

In terms of climate, in November 2021 Aristocrat committed to setting a Science Based emissions reduction Target (SBT) consistent with the requirements of the Paris Agreement. We aim to play our part in reducing our scope 1 and 2 emissions to limit the global temperature increase to 1.5 degrees and reducing our scope 3 emissions to limit the global temperature increase to 2 degrees. In November 2023, Aristocrat submitted our proposed SBT to the Science Based Targets Initiative (SBTi), marking a key milestone on our decarbonisation journey. Once validated by SBTi, we will formalise our decarbonisation plan, promote our targets and approach with our stakeholders, and pivot from target setting to driving and tracking our abatement effort.

In People & Community, the representation of women on our Board increased to over 44%, our executive team

to over 45% and across the Group total representation of women stood at over 32% by the end of FY23, shifting us closer to our published targets.

I am immensely proud of the passion and commitment of our people to achieve Aristocrat's purpose each and every day. I am also thankful to our many stakeholders for their ongoing engagement and contributions to helping our sustainability vision become a reality. We are on a journey of learning and continuous improvement and stakeholder engagement is critical to our success as we work purposefully to deliver our strategy and our sustainability ambition. We also see the importance of working closely with the industry to raise the bar on ESG related issues and, in particular, RG and Climate.

We are clear on our purpose and are committed to our mission of bringing joy to life through the power of play, with sustainability being central to our strategy. I invite you to learn more about our progress and aspirations for the future through these Disclosures.

**Trevor Croker, Chief Executive Officer & Managing Director**



# Message from Harry Ashton, Group General Manager, Sustainability



The importance of ESG and sustainability for all stakeholders including investors, customers, our people and policymakers has continued to rise over the course of FY23. At the same time, expectations are evolving quickly; including in terms of sustainability reporting, and views around the role that companies like Aristocrat should play in contributing to solutions.

We're passionate about our quest to lead our industries in RG, and recognise that being leader involves a commitment to continuous improvement. During FY23 we launched our first ever "positive play" consumer education campaign for electronic gaming machine (EGM) players in the US. We also completed Australia's first ever trial of cashless EGM technology, which examined the effectiveness of embedded RG tools. We developed and rolled out a targeted RG messaging model to our mobile social casino game player community. In addition, we commissioned independent research to assess the preferences of EGM players with

respect to various RG tools, and developed a new RG policy framework for our entire global organisation, covering marketing, product development and enhanced loot box standards. Across the year, Aristocrat invested in many improvement and innovation initiatives to bring more impact to what we do, and contribute to industry best practices.

In these Disclosures we've also aimed to provide more comparative data and metrics on RG, as well as providing more detail on our approach and philosophy. We have begun work to align our RG disclosures with the Sustainability Accounting Standards Board (SASB) framework and will continue to build on this in the years ahead.

We also made material advances in our climate reporting capabilities with the development of a Board endorsed Greenhouse Gas (GHG) inventory, draft Science-Based Targets and a draft abatement plan for our global enterprise. We submitted our near-term and net-zero targets to the SBTi in early November and expect these targets to be validated in the first half of calendar year 2024. We understand the complexities and challenges related to decarbonising our value chain, and will prioritise working with our customers and suppliers on this journey.

As we look to FY24, we expect our Sustainability Disclosures to reach a new level of maturity which reflects our commitment to setting an SBT, a changing landscape around reporting standards and increasing expectations from stakeholders to lead on RG.

As ESG disclosure standards have converged under the International Sustainability Standards Board (ISSB), Aristocrat took the opportunity to conduct a gap analysis of our disclosures against the first two standards, International Financial Reporting Standards (IFRS) S1 & S2. We intend to take steps to align with these standards and address gaps over the coming years. Further to this, in FY24 we will conduct a fresh double materiality assessment to underpin the development of a new 3-year ESG strategy for Aristocrat spanning FY25-27.

We hope you will find these Disclosures informative, and a strong indication of the progress we're proud to have made during FY23. As always, we welcome your questions and comments and invite your feedback as we take the next steps in this vital journey.

**Harry Ashton, Group General Manager, Sustainability**



# Global Operations & Scale

Diversification geographically and operationally by segment increases business resilience; Significant global scale.

+  
**7,800**  
Employees

>  
**20**  
Locations Globally

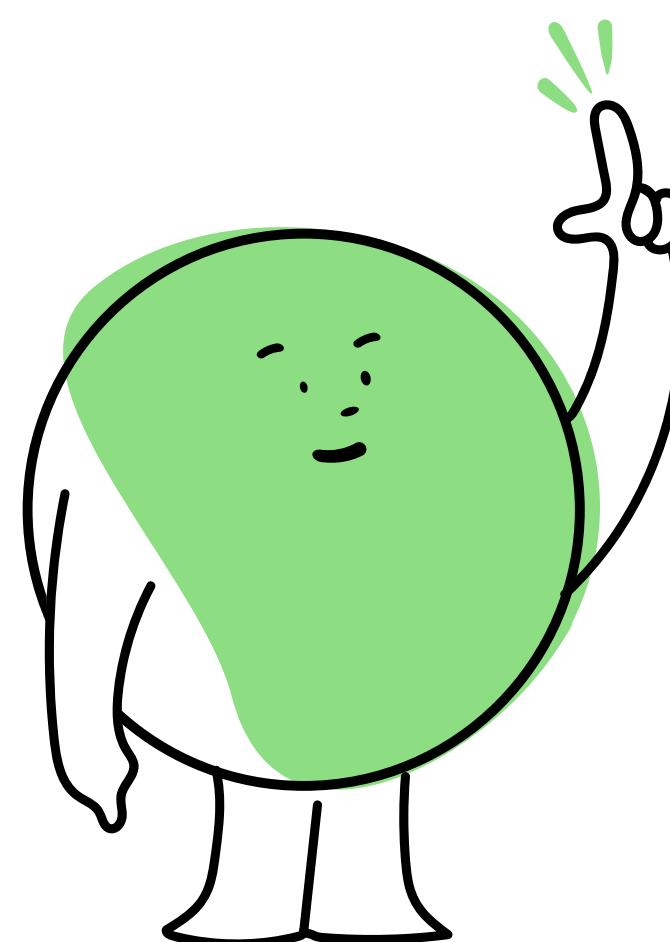


An Overview of Aristocrat's Operations →



# Aristocrat's Mission and Values

**Our mission:** Bringing joy to life through the power of play.



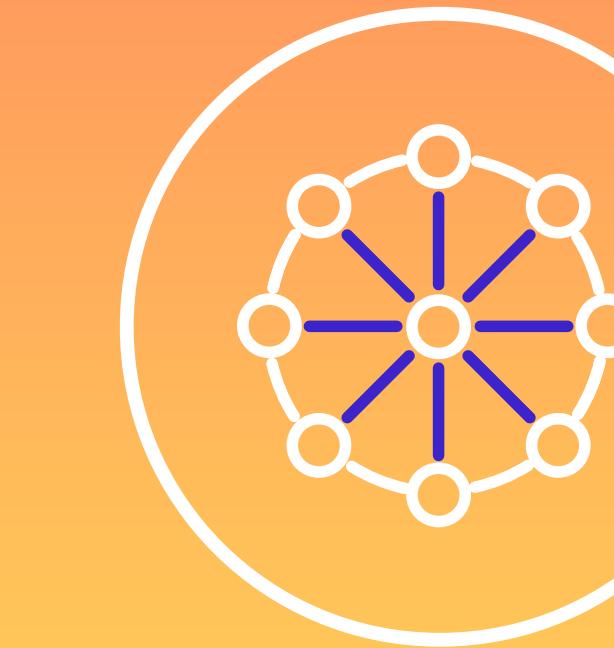
## It's All About the Player

We're obsessed with delivering great experiences, for our customers and for the player community.



## Collective Brilliance

We're passionate about collaboration. With such a diverse business, we can learn so much from each other and achieve extraordinary things by working together.



## Talent Unleashed

Our supportive culture equips our people with the tools they need to do their best work and be rewarded for their achievements.



## Good Business Good Citizen

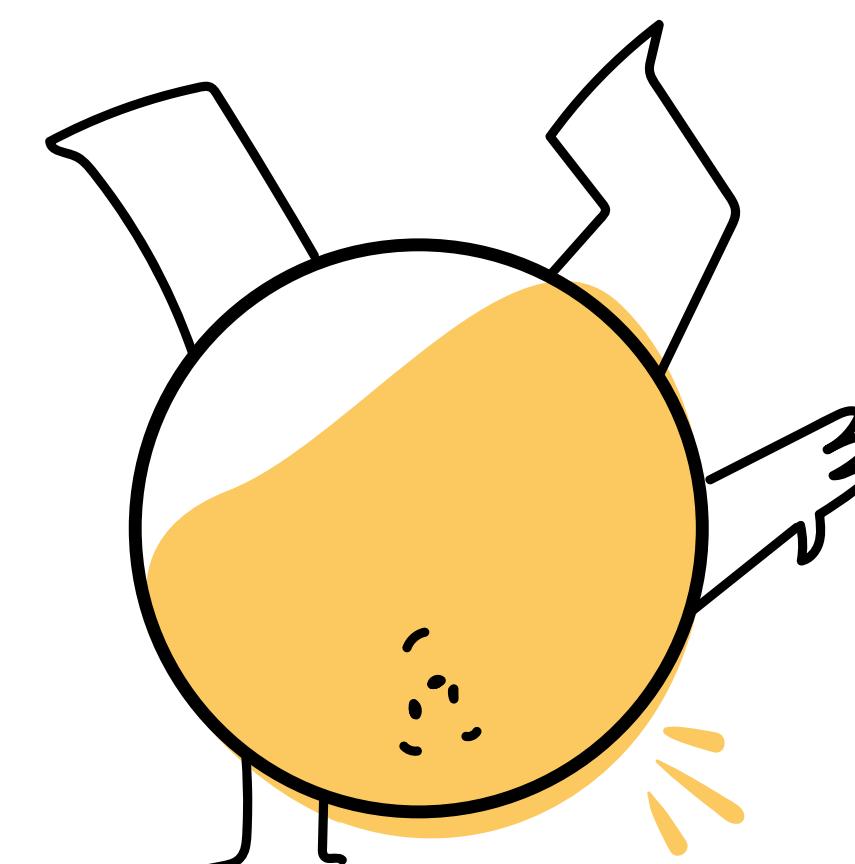
We strive to set new standards of responsibility in our industries, and we never lose sight of the long term.





# FY23 Highlights

**Ensuring vibrant businesses for all our stakeholders over the long-term.**



## Product Responsibility

### Be a global leader in Responsible Gameplay (RG)

- Responsible Gameplay
- Data Security & Privacy
- Responsible Sourcing

### Progress

- Established RG innovation cross-functional team
- Launched first ever “positive play” consumer marketing campaign in the US
- Completed Australia’s first cashless gaming trial
- Rolled out targeted social casino RG messaging model in Cashman Casino™
- Rolled out new & updated RG and Privacy policies, with mandatory training

## Business Operations

### Align with ASX 20 peers on Climate, lead in Governance

- Governance
- Climate
- Circular Economy

### Progress

- Developed Greenhouse Gas inventory off an FY22 base, drafted Science-Based Targets
- Submitted our near-term and net-zero targets to the Science-Based Targets initiative with validation expected in the first half of FY24
- Established a new governance framework to execute on abatement plan

## People & Community

### Be recognised as an employer of choice

- Talent
- Health, Safety & Wellbeing
- Inclusion
- Community

### Progress

- Launched Tribal Engagement program in US, encompassing internal education, scholarships and support for key organisations
- Representation of women on our Board increased to 44.4%, ESC to 45.5% and across the Group to 32.4%
- Employee Impact Groups increased to 28 spanning Gender Equality, Race/Ethnicity, LGBTQ+ and Allyship
- Aristocrat ranked first among industry peers in the All-Index diversity survey



# Our Sustainability Priorities

Aristocrat has 10 Sustainability priorities which fall under three pillars:





# The Global Goals

**1 NO POVERTY**

Providing stable employment opportunities and support our community through our corporate giving program.

**3 GOOD HEALTH AND WELL-BEING**

Providing a safe, flexible workplace and wellbeing program for our people and support social causes promoting health and wellbeing.

**4 QUALITY EDUCATION**

Providing quality learning and education opportunities for our people and players.

**5 GENDER EQUALITY**

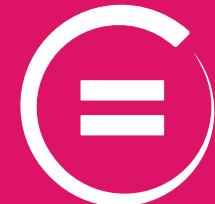
Promoting gender equality and empowerment and providing a safe workplace for women and girls.

**8 DECENT WORK AND ECONOMIC GROWTH**

Providing productive employment opportunities and promoting decent job creation to drive economic growth.

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

Fostering creativity and innovation.

**10 REDUCED INEQUALITIES**

Encouraging equal opportunity and reducing inequality through our policies and practices.

**11 SUSTAINABLE CITIES AND COMMUNITIES**

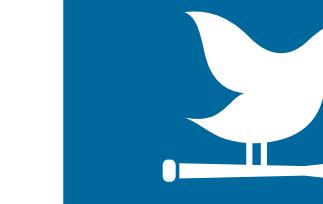
Supporting the building and strengthening of legal frameworks and accountable institutions.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

Reducing our impact on the environment by adopting sustainable practices throughout our product development and procurement processes.

**13 CLIMATE ACTION**

Reducing our energy consumption and responding to climate change and its impacts.

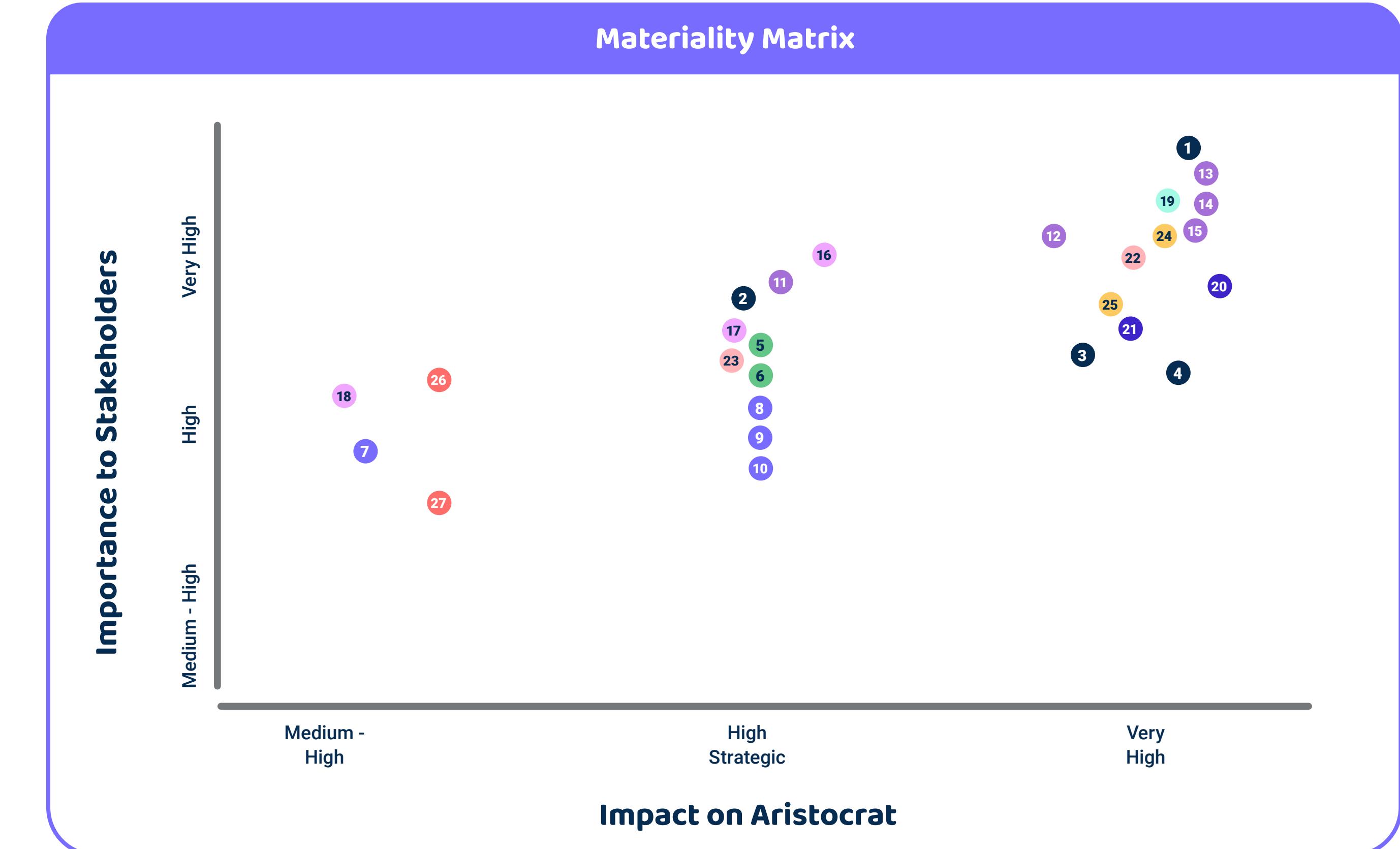
**16 PEACE AND JUSTICE STRONG INSTITUTIONS**

Acting with integrity and in compliance with all applicable anti-bribery and corruption laws.

**THE GLOBAL GOALS**

# Materiality Matrix

The materiality of sustainability issues to our business has been determined through a materiality assessment which included in-depth interviews with external and internal stakeholders and consideration of external framework benchmarks, including the **Sustainability Development Goals (SDGs)**, **Science Based Targets Initiative (SBTi)** and the **Taskforce on Climate-related Financial Disclosures (TCFD)**. We intend to conduct a fresh and expanded materiality assessment in FY24.



## Key

**Governance**

- 1 Governance, Ethics and Culture
- 2 ESG Governance
- 3 Responsible REM
- 4 Economic Performance

**Climate**

- 5 Decarbonisation
- 6 Energy Efficiency

**Circular Economy**

- 7 Water Stewardship
- 8 Materials Recovery
- 9 Sustainable Design
- 10 Waste Management

**Responsible Gameplay**

- 11 Ethical Product Design
- 12 Digital Gaming Mechanics
- 13 RG Player Education
- 14 RG Employee Training
- 15 RG Consumer Disclosures

**Responsible Sourcing**

- 16 Human Rights & Labour Practices
- 17 Supplier ESG Assessment
- 18 Conflict Minerals

**Data Security & Privacy**

- 19 Data Security & Privacy

**Talent**

- 20 Talent Attraction Retention
- 21 Training Development

**Inclusion**

- 22 Employee DEI
- 23 Supplier Diversity

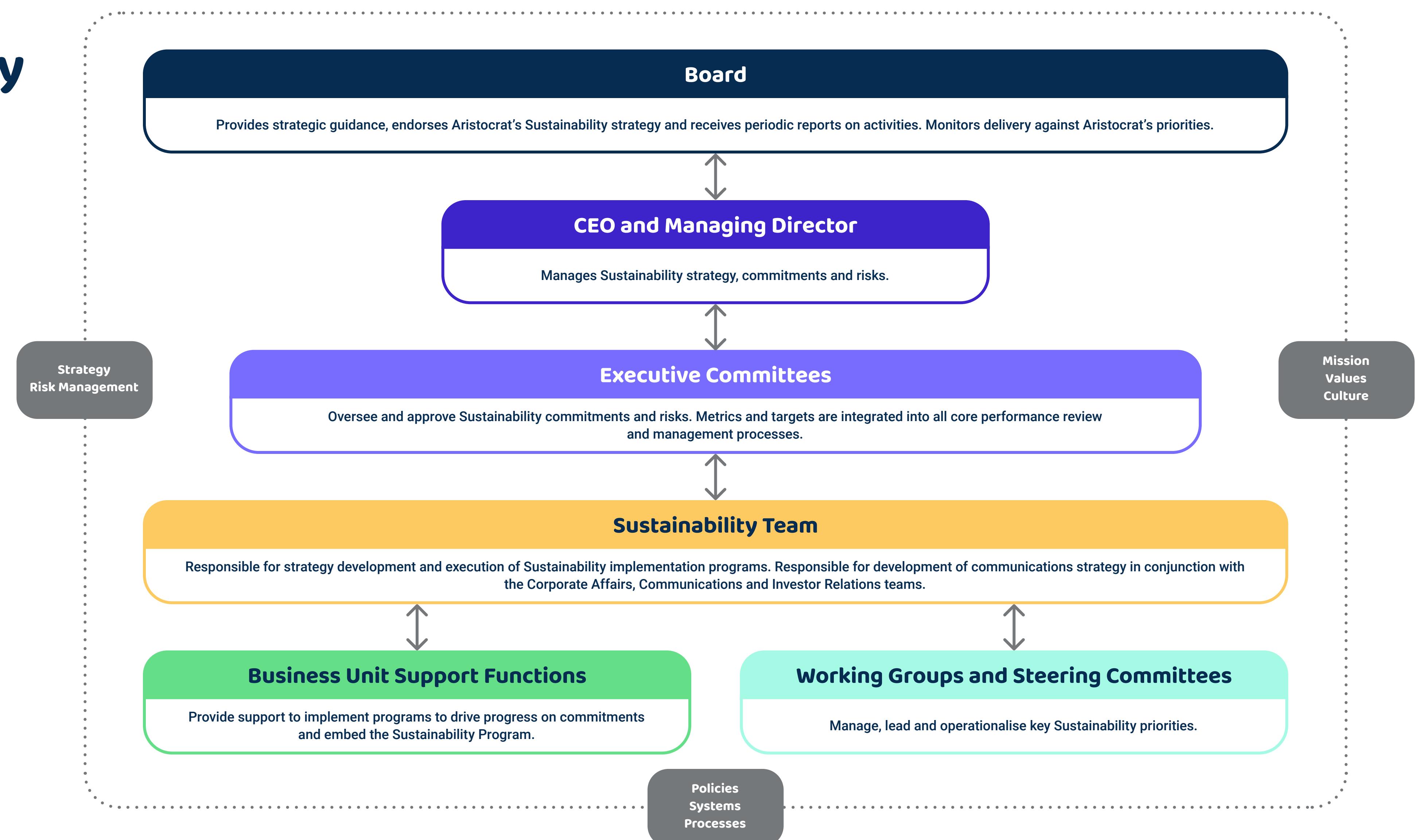
**Wellbeing**

- 24 Employee Wellbeing
- 25 Customer Health Security

**Community**

- 26 Community
- 27 Employee Volunteering

# Sustainability Governance Framework





# Product Responsibility



-  **Responsible Gameplay**
-  **Privacy & Cybersecurity**
-  **Responsible Sourcing**

## Sustainable Development Goals (SDGs)





# Responsible Gameplay

## SNAPSHOT

Responsible Gameplay (RG) is an important commitment upon which we have shaped our business at Aristocrat. It is key in expressing our values of 'Good Business, Good Citizen' and 'All About the Player' and core to delivering our corporate strategy as well as the long-term vibrancy of the industries in which we operate. Our approach to RG is proactive and collaborative, working with industry, government, regulators, the community and other stakeholders. We are committed to addressing legitimate community concerns through practical solutions and innovation and are delighted to include highlights of the progress we made in our RG program in FY23. We are striving to be an industry leader in promoting RG and we have adopted a three pillar approach in executing our strategy – Comply, Empower, Improve.



We introduced  
a new US-focused  
positive play campaign  
“Know Your Max”

‘Know Your Max’ campaign  
has received  
**20M**  
Impressions and counting



Gambling problem? Please contact 1-800-GAMBLER.  
FOR 21+ ©2023 Aristocrat Technologies Australia Pty Limited.



Player Information Videos



Our Three Pillar  
Approach to RG





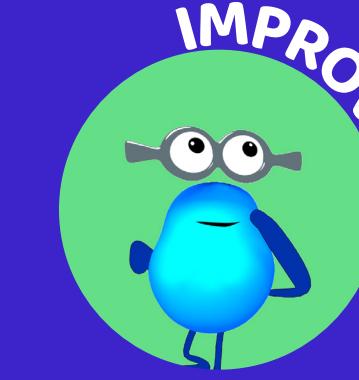
# Our Three Pillar Approach to RG



**Comply** means upholding all relevant rules, regulations, and laws in all jurisdictions in which we operate. Importantly this includes not just external requirements but also our internal RG policies and procedures.

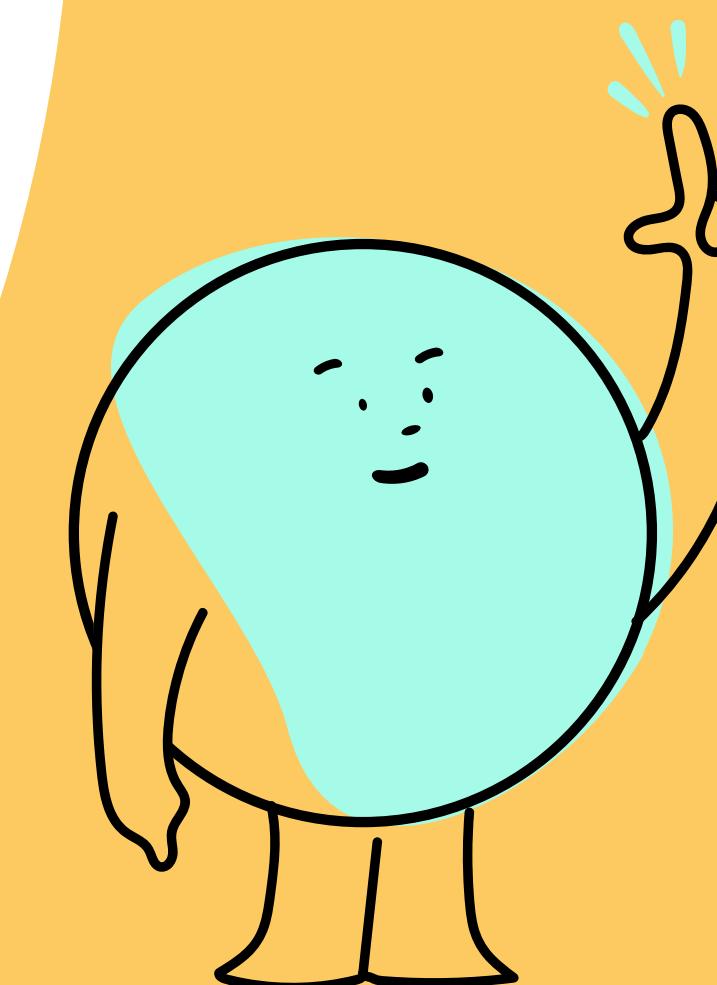


**Empower** means educating and empowering our players with sufficient information to make informed choices about their gameplay. This has been the central pillar of our approach since 2019.



**Improve** means that we aim to continuously improve. Incremental innovation is a vital characteristic of how we "improve". We invest in Responsible Gameplay product innovation and contribute financially to research to build a knowledge base around these complex issues.

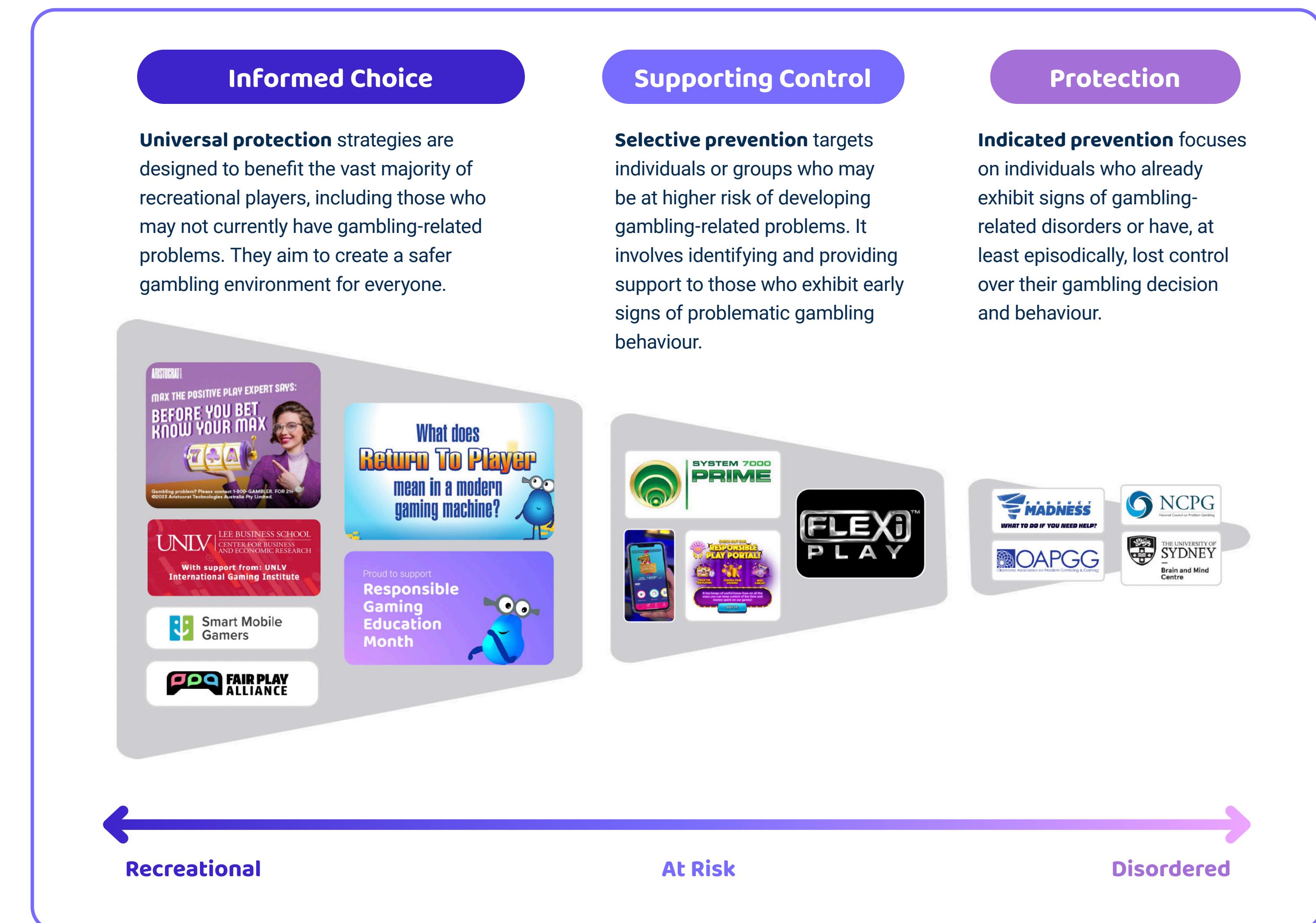
Through our membership of key industry associations, we encourage our industry to be open and proactive in responding to community concerns about responsible gameplay.



# The Evolution Of Our Approach – Our Emerging Sustainable Gameplay Model<sup>1</sup>

Incremental innovation and improvement has been a fundamental feature of our Responsible Gameplay (RG) program. Consistent with the theme of evolution and change, Aristocrat is increasingly broadening our RG model from one anchored in the concept of “informed choice,” to a more flexible approach based on the needs of different player cohorts.

This is summarised in the diagram. Our RG model focuses on sustainable play and views players across a risk and behaviours spectrum. This ensures we tailor our efforts, in conjunction with our industry associations and customers, to be most effective and useful in the context of the specific circumstances and needs of each cohort.



<sup>1</sup>Our philosophy is an adaptation of a concept proposed by Joachim Haeusler in the article “Responsible Gambling - An International Gambling Industry Stakeholder’s Perspective”



# Universal Protection - Informed Choice

## Launch of "Know Your Max" campaign (Aristocrat Gaming)

"Know Your Max" is a first-of-its-kind campaign targeting consumers in the US who enjoy playing EGMS. It's the result of a year-long collaboration between Aristocrat's Gaming, Marketing and Responsible Gameplay teams. It employs positive imagery and non-judgemental language because evidence suggests that positive play messages resonate best with the recreational player cohort. The focus is on maximising enjoyable gaming experiences for the vast majority of recreational players and giving them a friendly prompt to help them stay in the 'recreational' play category and avoid problematic behaviours.



### The Maxim 'Positive Play' Campaign



Gambling problem? Please contact 1-800-GAMBLER. FOR 21+ ©2023 Aristocrat Technologies Australia Pty Limited.



Gambling problem? Please contact 1-800-GAMBLER. FOR 21+ ©2023 Aristocrat Technologies Australia Pty Limited.

#### Maxim #1 Playing Slots is about Enjoyment, not Strategy

If you want to prove how good or skilful you are, there are other ways and avenues to do so (like sports, competitions, or finally beating your sister at board game night).

There is no secret or strategy to winning at slots. These are games of chance and are designed purely to deliver great entertainment for adults who enjoy it.

#### Maxim #2 Positive Play involves Planning

Just like you don't put on too much perfume or watch 10 seasons of a sitcom in one sitting, playing slots is best enjoyed in moderation.

This means setting a limit with your budget and time, and sticking to it. You can set an alarm on your phone or have a friend call you to remind you of your stop time. You can also leave your credit cards at home and play with a fixed amount of cash only.

#### Maxim #3 Enjoyment is all around you!

More often than not, slot games are situated in places that offer many forms of entertainment. Have you seen or tried them yet?

Gaming is fun, and it's not the only fun thing to do. Take a break, have a snack, or walk around to see other attractions and sights nearby.

### We are up and running

"Know Your Max" rolled out with advertising in the US on popular websites such as buzzfeed.com and fandom.com, social platforms such as Facebook and Instagram, as well as billboards and large screens nationwide including a freeway billboard in Las Vegas. Since launch, Know Your Max had generated an estimated 20 million consumer impressions, and prompted many constructive stakeholder conversations.



"Know Your Max" has received  
**20M**  
Impressions



# Universal Protection - Informed Choice

## Player RG preferences research (Aristocrat Gaming)

Aristocrat commissioned the University of Nevada Las Vegas (UNLV) to undertake a survey of regular EGM<sup>1</sup> players to understand their preferences with respect to RG information and tools. Around 1,500 players in Australia, Canada and the US participated in the study. Aristocrat commissioned the research to bring a player perspective to our RG work, and extract insights that might help us develop more user-friendly and effective RG features and functionality. UNLV's findings included:

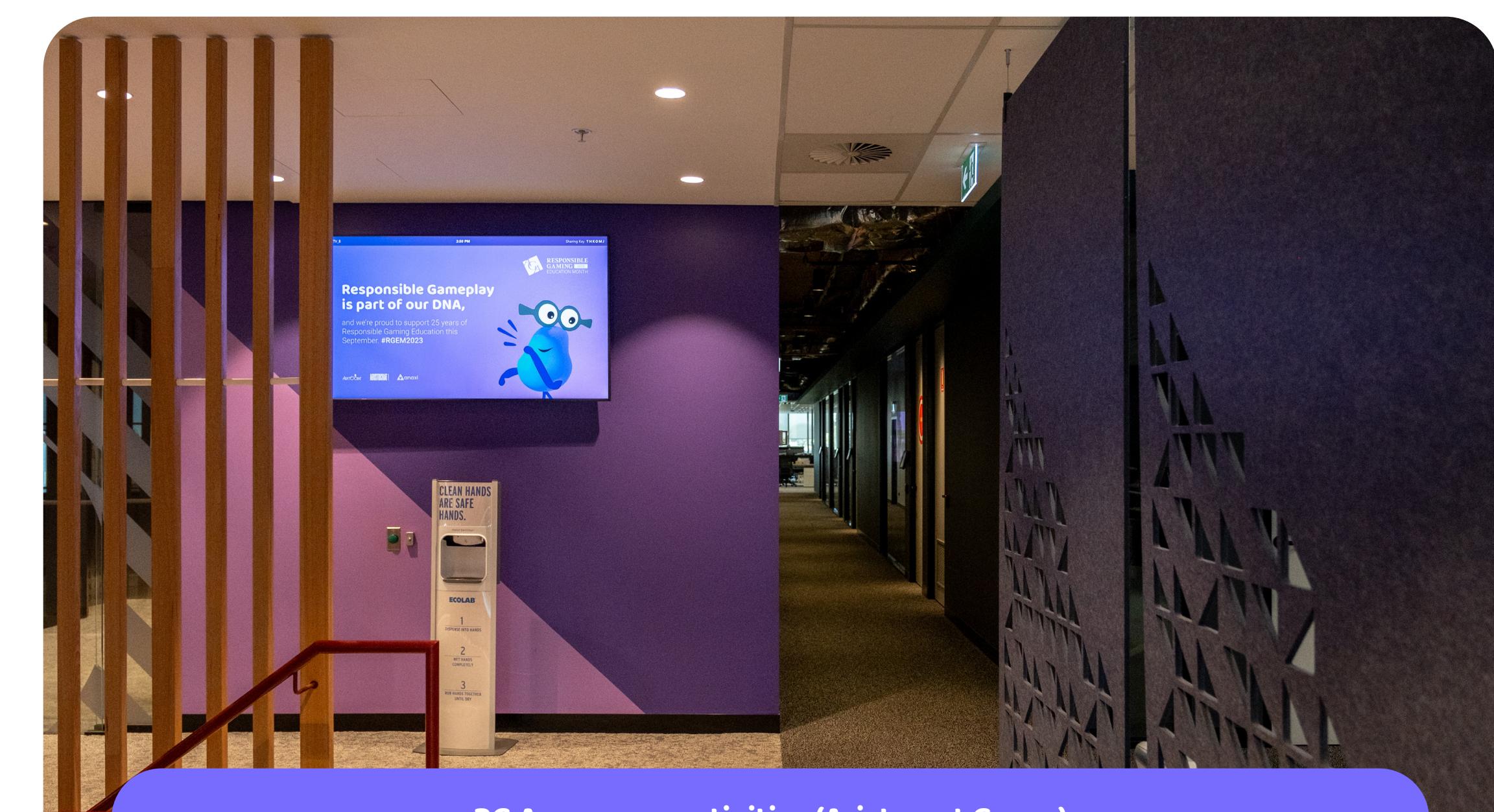
- Out of seven RG tools described, the most preferred RG tools across all countries were those that set limits on time and spending. Aristocrat's Flexipay Bank feature (allowing winnings / funds to be banked and not playable) was also popular.
- Less popular were tools that were part of a digital wallet, or that involved the venue being alerted to any at-risk behaviour, although more than 50% of players still said they would use these.
- Players favoured receiving information about how to gamble responsibly and being able to see reports of their gaming activity and expenditure history.
- Players consistently preferred information to be available on the EGM itself. The least preferred option was having messages delivered by the venue's employees.

### Player Information videos (Aristocrat Gaming)

Aristocrat developed a series of engaging, plain-language information videos to help players understand how EGMs work. We want to empower players and promote informed choice by dispelling the many myths surrounding EGMs.

**We have continued to offer these videos to players and customers in FY23. They are available in English, Mandarin, Cantonese, Japanese and Spanish, and are also made available to customers, gaming educators and others on request.**

Watch Videos Now



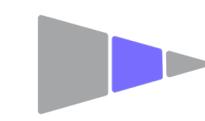
### RG Awareness activities (Aristocrat Group)

**As a long-term member of the American Gaming Association (AGA), we are proud to support the AGA's annual Responsible Gaming Education Month. 2023 marked the 25th anniversary of the AGA's focus on Responsible Gaming Education.**

Throughout the month, Aristocrat presented information sessions and activities featuring our own leaders, as well as external industry leaders and RG experts, to highlight our expanded commitment to RG and foster dialogue and engagement.

Both Anaxi and Pixel United conducted their own RG awareness initiatives during the year. Anaxi published RG podcasts, while Pixel United hosted its first ever RG Awareness Week in December 2022. The program included live sessions featuring keynote speakers with expertise in RG research and government policy, as well as roundtable discussions featuring Pixel United leaders. Pixel United ran a further RG Awareness Week in November 2023, focused on supporting the release of refreshed RG policies Pixel United across the business.

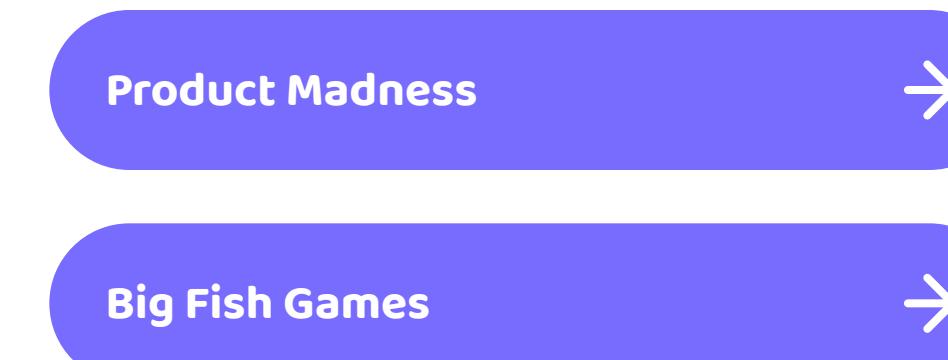
<sup>1</sup>EGMs (Electronic Gaming Machines) are also known as slot machines in North America and poker machines in Australia.



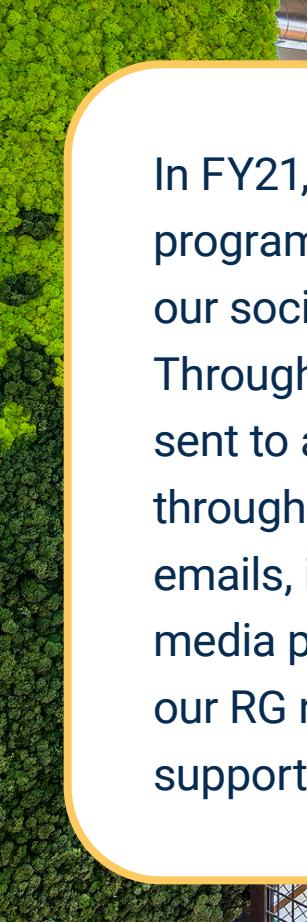
# Selective Prevention - Supporting Control

## In-App RG Support (Pixel United)

Through the dedicated Responsible Gameplay (RG) Support Pages Portal on our mobile game apps, we provide information to players on how to stay in control of spending and playtime and advise where to seek help if needed. These materials are available to players of all of our [Product Madness](#) and [Big Fish Games](#) apps.

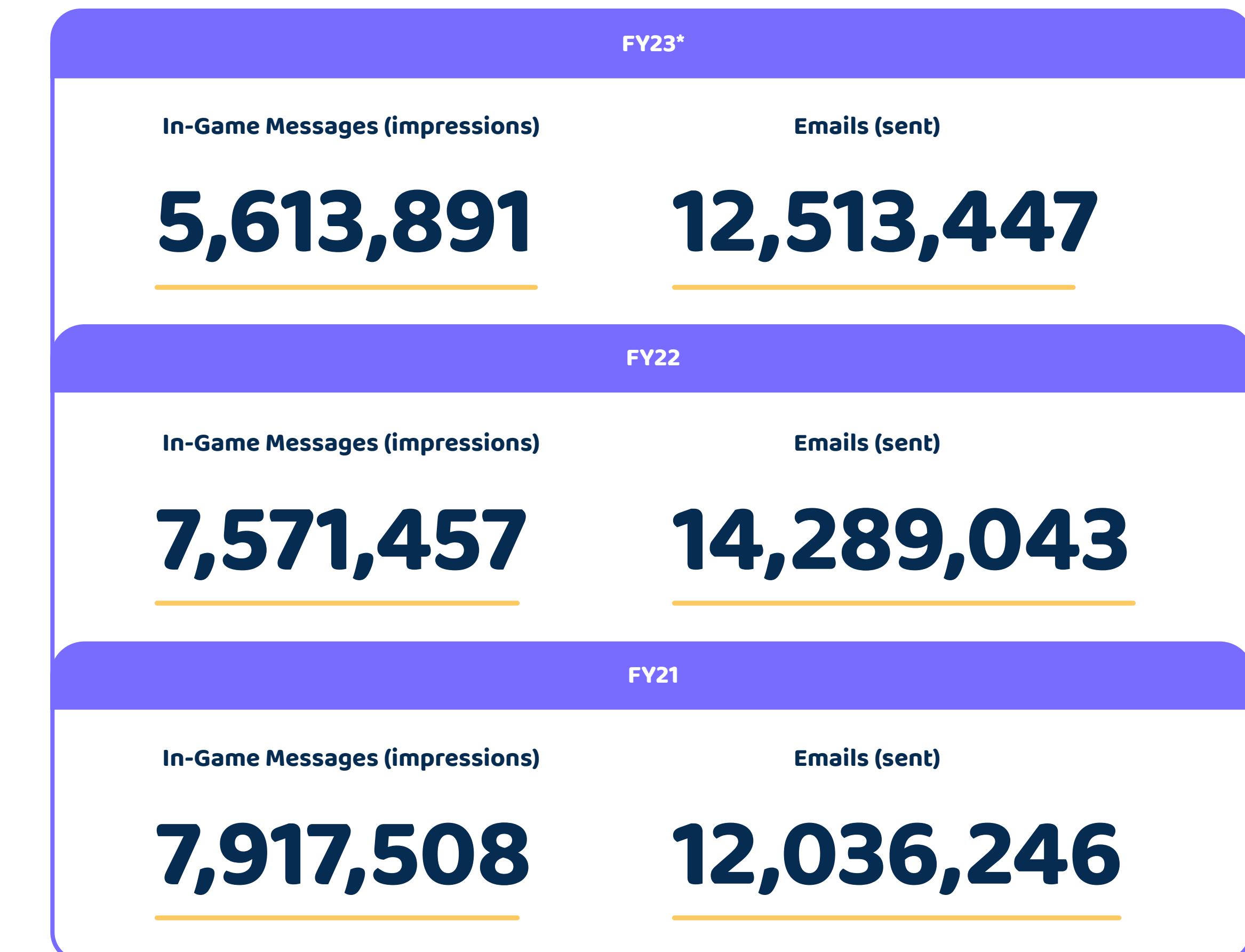


Industry-leading program launched



In FY21, we launched an industry-leading program to promote RG among players of our social casino themed mobile games. Through the program, RG reminders are sent to all active players every six months through various channels, including emails, in-game pop-ups, and social media posts. These reminders highlight our RG resources and tools, and all of the support options available to players.



\*Until 15 October 2023. Excluding Big Fish Casino and Jackpot Magic Slots.

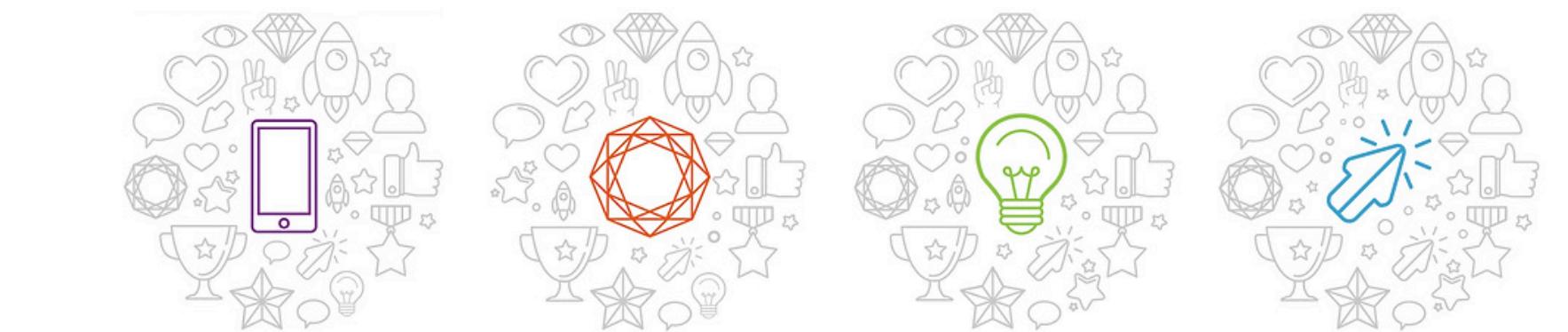
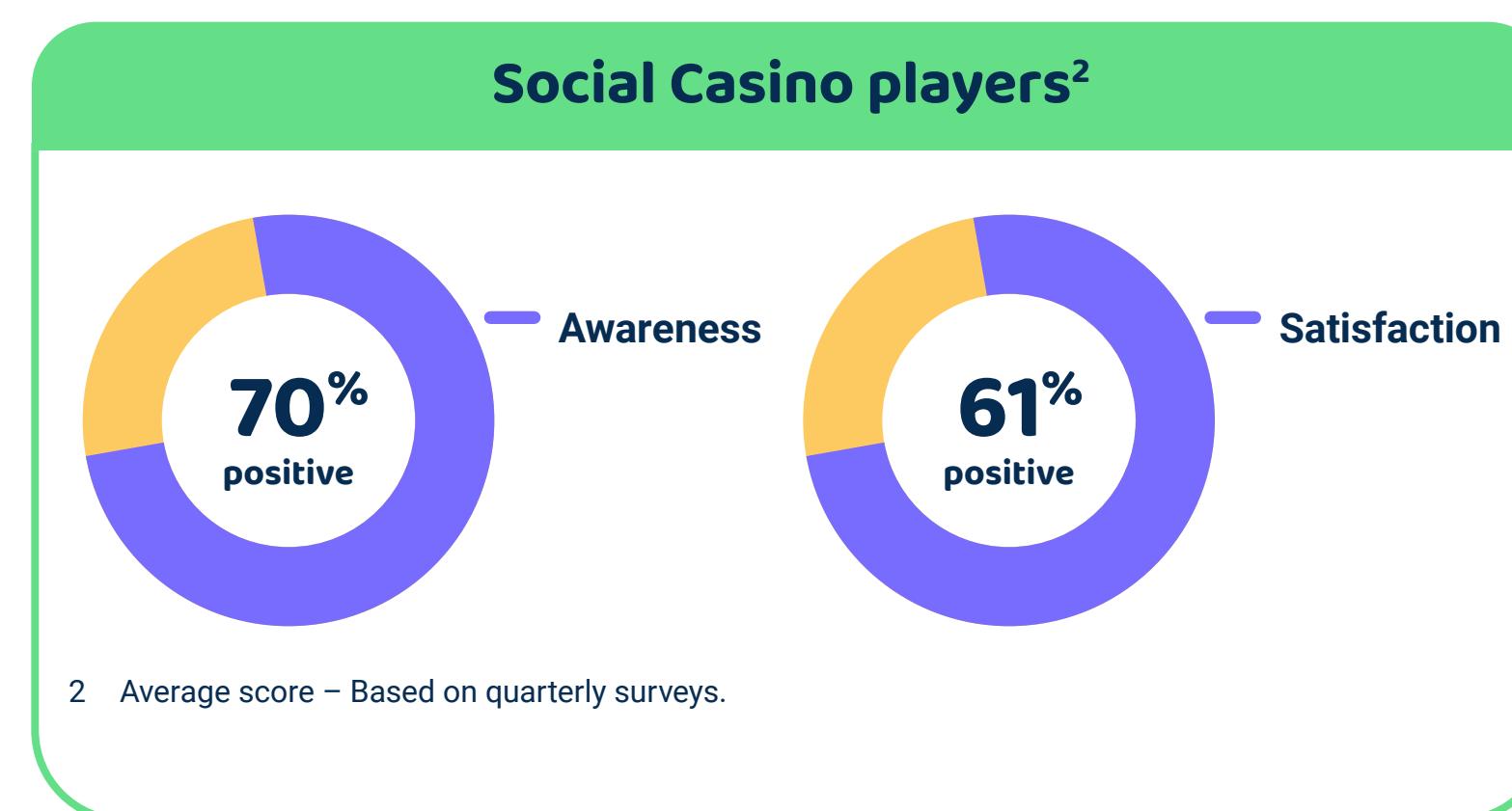
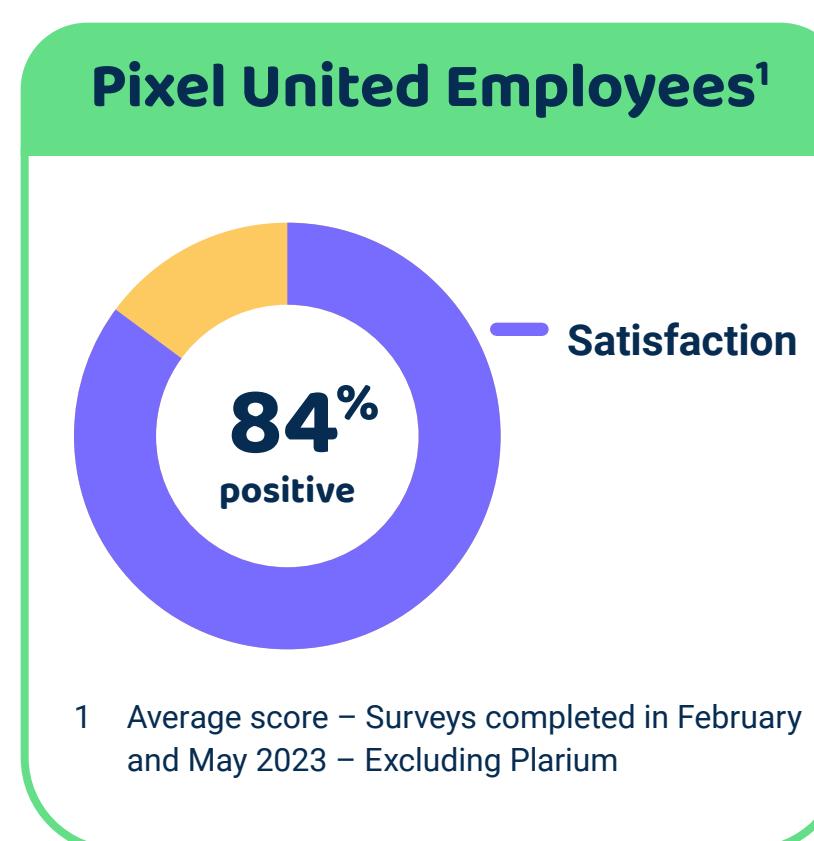


# Selective Prevention - Supporting Control

## RG reporting and metrics (Pixel United)

During the year, we periodically asked Pixel United employees about their satisfaction with our RG program. Employees reported 84% satisfaction on average.

Social casino players indicated a 70% awareness rate and 61% satisfaction of our RG tools and program. We will continue to undertake pulse checks of these important stakeholders and aim to drive up both scores over time.



## Smart Mobile Gamers (Pixel United)

As part of our efforts to encourage industry best practice, Pixel United contributed to the creation of the Smart Mobile Gamers website. This site offers a suite of support materials on topics such as parental controls, managing in-app purchases, tips on data use, security, and privacy.

In addition, Pixel United assisted our industry body, the International Social Games Association, to refresh its Best Practices Principles for social gaming. This document was updated in FY23.

[Smart Mobile Gamers](#) →

[Best Practices Principles](#) →

## Partnership with Fair Play Alliance

In December 2022, Pixel United became a member of the Fair Play Alliance, joining a big family of 200 gaming companies around the world. This was a significant step forward in our commitment to fostering healthy online communities and enhancing player interactions within our games.

Through the Fair Play Alliance, Pixel United is able to stay across, share and implement best practices as they continue to evolve globally.



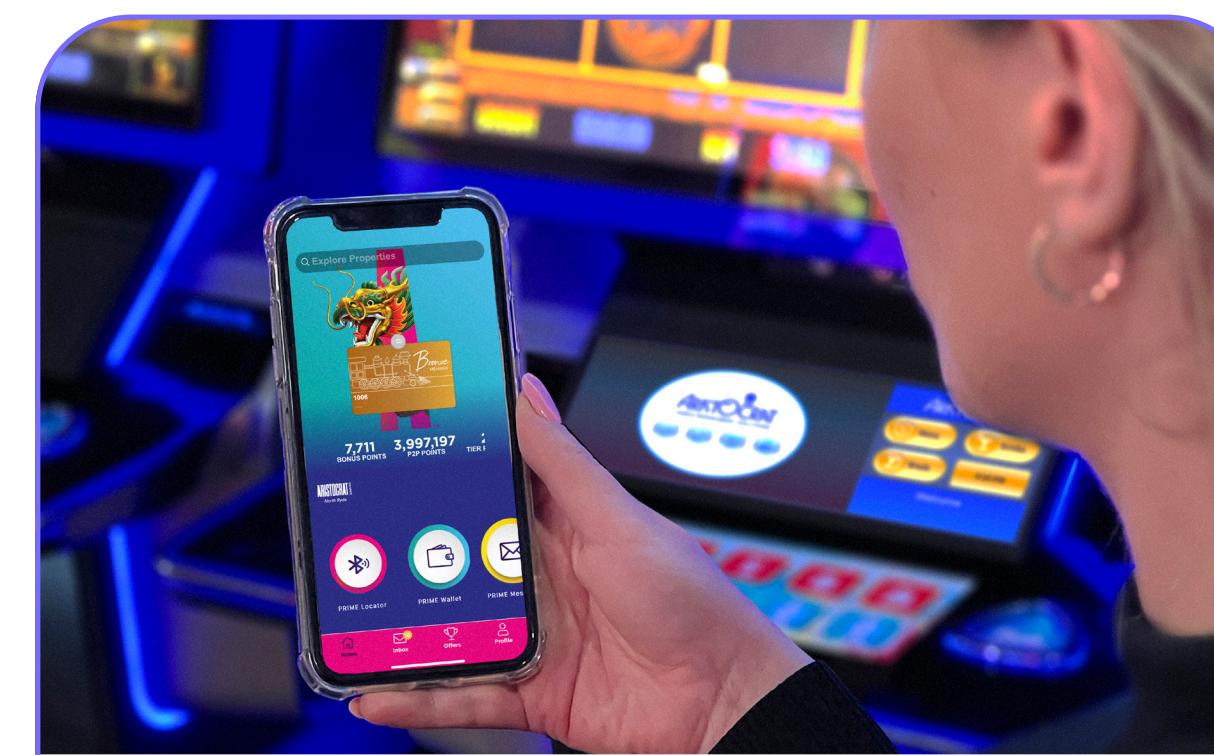
# Selective Prevention - Supporting Control

## Cashless Gaming Trial (Aristocrat Gaming)

Aristocrat is proud to have developed the first cashless digital wallet technology for trial on EGMs in Australia. The nine-month trial at Wests Newcastle, which was rolled out across 144 EGMs and with 260 players participating, ended on 30 June 2023.

The trial was overseen by the NSW Government gaming regulator, Liquor and Gaming NSW. The regulator appointed independent researcher Professor Paul Delfabbro, from the University of Adelaide, to design the trial methodology and evaluate the findings. The report by Professor Delfabbro was submitted to the regulator in September 2023.

Under the trial, Aristocrat's PRIME Digital Wallet technology delivered a suite of new and sophisticated RG tools to players, in addition to cashless transaction options. Players were able to set limits, view their player activity statement and request self-exclusion - all from their mobile phones.



### Key learnings from the trial

#### Technology

The trial highlighted the need to simplify the set-up process for players and improve usability.

#### Players

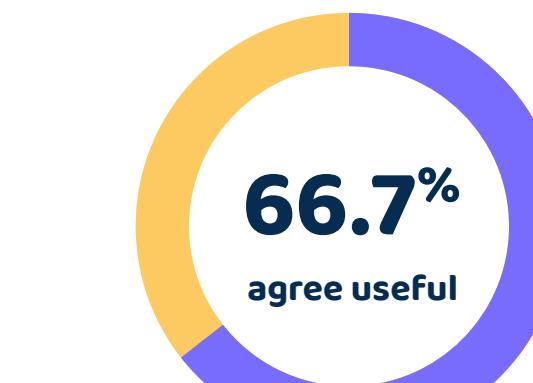
The trial revealed that players were content to use existing gaming functionality and were reluctant to use new functionality.

For those that did use the cashless system, there was little change to enjoyment of gambling or change in their gambling behaviour.

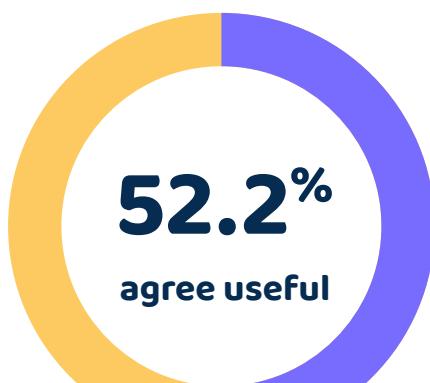
#### Responsible Gaming (RG)

Players in the trial reported that they generally avoided the RG limit setting tools because they already set their own personal limits. However, players held positive views about their availability.

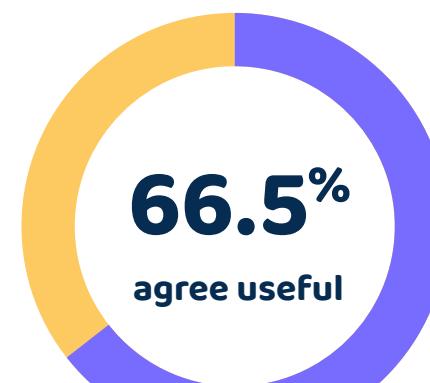
### Perceived usefulness of responsible gameplay features



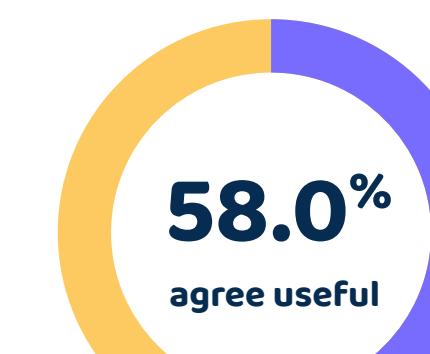
— Setting a money limit before playing



— Setting a time limit before playing



— Information on expenditure



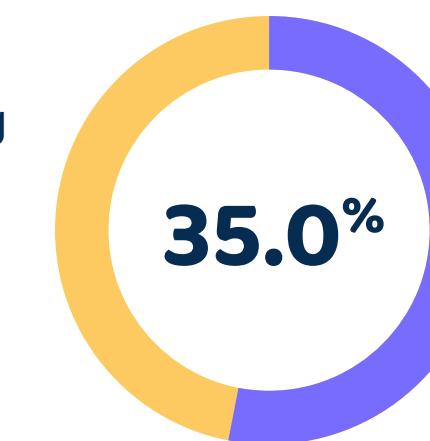
— Breaks in play



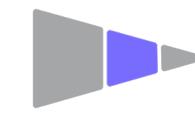
— Self-exclusion

Further trials  
FY24

The trial has been valuable in understanding players' attitudes and usage of cashless gaming and RG functionality. Preliminary learnings from the trial are already informing Aristocrat's development of the next generation of our cashless technology.



— Trial participants who requested a player activity statement



# Selective Prevention – Supporting Control

## Flexiplay (Aristocrat Gaming)

Aristocrat developed, tested and deployed EGM based technology for the Australian market (Flexiplay) that can help players to manage their time and spend on EGMs. The two key features of Flexiplay are the Bank where players can bank part or all their winnings, or any other part of their credit total, and the Timer where players can set a discrete reminder to help them manage how much time they spend playing.

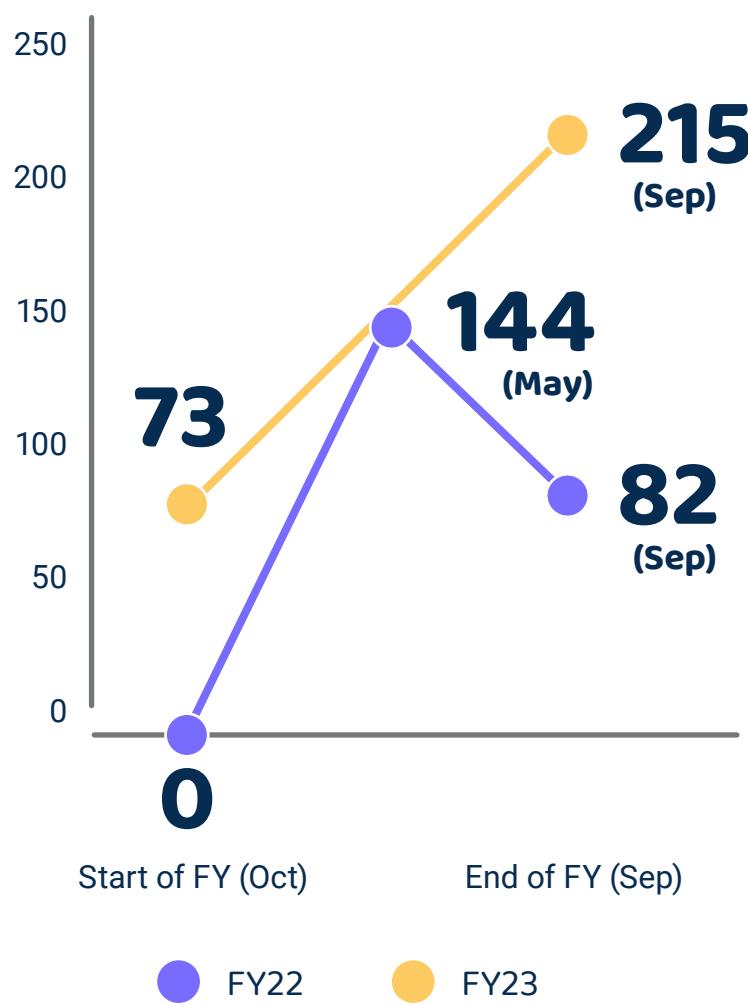
To date, Flexiplay has been trialled and launched in a limited fashion as we have sought customer and player feedback. Preliminary player data collected shows that 'Wins Auto Banked' is the most popular feature, being used on average eight times a month on each Flexiplay-enabled EGM. Players are using the feature to bank, on average, \$440 per EGM per month.

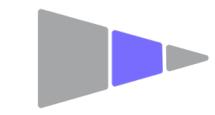
Informed by these learnings and other feedback, Flexiplay 2.0 has been developed to deliver a more optimised player experience. Flexiplay branding will be removed to address any possible perceived stigmatisation for players. Uniform styling will be implemented to fully integrate Flexiplay alongside the game menu and to allow the credit, bet, and win meters to be more clearly visible to the player. Flexiplay 1.0 truncated the player view of the credit, bet and win meters and there was a need to rectify this. This improved functionality will be rolled out and default-enabled on new ANZ game families (with the exception of Victoria, due to regulatory issues) from late FY24. Aristocrat will support rollout with a comprehensive customer engagement effort.

## Flexiplay development and rollout

FY11	FY19	FY20	FY21	FY22	FY23	FY24
Blue Gum trial	Flexiplay trial	Flexiplay soft launch	Flexiplay launch	Flexiplay expansion	Flexiplay further expansion	Flexiplay 2.0
Blue Gum trial - early version of Flexiplay • RG messages • Bank • Timer • Demo mode • Charity donation Trialled in 5 QLD surf clubs and overseen by the University of Sydney.  Conclusions: • Features hold promise as contributing to responsible gambling outcomes.	• Bank • Timer • Bet Keeper • Targeted messages • Demo mode • Charity donation Trialled in 4 QLD hotels and overseen by the University of Sydney.  Conclusions: • Features offer additional choices to players, particularly for those who could benefit from its uses.	Flexiplay soft launch - 'Test and learn' product rollout in 52 Cash Fortune™ EGMs across 20 venues in NSW.	Flexiplay launch - NSW & QLD. Included in Cash Fortune Panda and Tiger games as voluntary functionality for venues to choose to enable.	Included in following game families as voluntary functionality for venues to choose to enable: Feb - Fu Dai Lian Lian Dec - Bao Zhu Zhao Fu	Included in the following game families as voluntary functionality: Aug – Aqua Kingdom Aug – Wild Rumble	Flexiplay 2.0 to be default enabled on new ANZ releases (except Victoria)

## Number of Flexiplay-enabled EGMs in NSW





# Selective Prevention – Supporting Control

## Targeted messaging for social casino (Pixel United)

Consistent with our evolving, more tailored approach to RG initiatives, during FY23 we tested targeted RG messaging for players of our social casino themed mobile games based on their behaviours. Using well-established RG characteristics for players of social casino themed mobile games, we've identified what we consider to be the optimal timing for sending RG awareness messages. We have developed a model that sends RG messages at specific times, based on each player's individual in-game behaviour, for maximum engagement. This initiative has been introduced in Aristocrat's Cashman Casino app, and we are working to extend it to our social casino mobile games throughout FY24.

The image displays three versions of a mobile game's Responsible Play Portal message, each with a different tone:

- Soft Message:** Features a purple banner with the text "CHECK OUT OUR RESPONSIBLE PLAY PORTAL!" and three icons: a slot machine, coins, and a timer. Below the banner is a purple button containing the text "It has heaps of useful know-how on all the ways you can keep control of the time and money spent on our games!" and a blue "GOT IT!" button. A small yellow smiley face emoji is visible on the right.
- Friendly Message:** Features a purple banner with the text "OUR RESPONSIBLE PLAY PORTAL IS HERE FOR YOU!" and three icons: a slot machine, coins, and a timer. Below the banner is a purple button containing the text "Jump in for a ton of advice on how to keep track of the time and money you spend when you play our games!" and a blue "GOT IT!" button. A large yellow smiley face emoji wearing a top hat is positioned next to the button.
- Strong Message:** Features a purple banner with the text "DID YOU KNOW ABOUT OUR RESPONSIBLE PLAY PORTAL?" and three icons: a slot machine, coins, and a timer. Below the banner is a purple button containing the text "What is it? — A hub packed full of advice on how to nicely balance play time with your day-to-day life." and a blue "GOT IT!" button. A large yellow smiley face emoji wearing a chef's hat is positioned next to the button.

Below each message are descriptive labels and explanatory text:

- Soft Message:** "We choose a very informal tone and more promotional language for a better engagement."
- Friendly Message:** "Employing language that is both engaging and encouraging of action."
- Strong Message:** "Using simple and uncomplicated language to increase public awareness and understanding."



# Indicated Prevention – Protection

## Supporting Treatment & Research Facilities

Aristocrat has funding partnerships in place to support the work of the Oregon Gambling Research Center, the Oklahoma Association on Problem Gambling, the Illinois Council on Problem Gambling, the Gambling Treatment and Research Clinic at University of Sydney, the Nevada Council on Problem Gambling, the California Council on Problem Gambling, National Gambling Helpline (US), the Council on Compulsive Gambling of Pennsylvania, and the National Council on Problem Gambling (US). Aristocrat also provides support to the International Center for Responsible Gaming (ICRG).

Our funding to the Sydney University Gambling Treatment and Research Clinic is contributing to a better understanding of development of harm over time to gambling customers and what resources or interventions would be useful to minimise risks. The Clinic is also working on enhancing lower-risk gambling behaviours, particularly among regular gambling customers, by designing interventions to enhance active and informed decision-making. The Clinic is also looking to create additional knowledge and resources to contribute to a lower-risk gambling environment.



## Counsellor Education

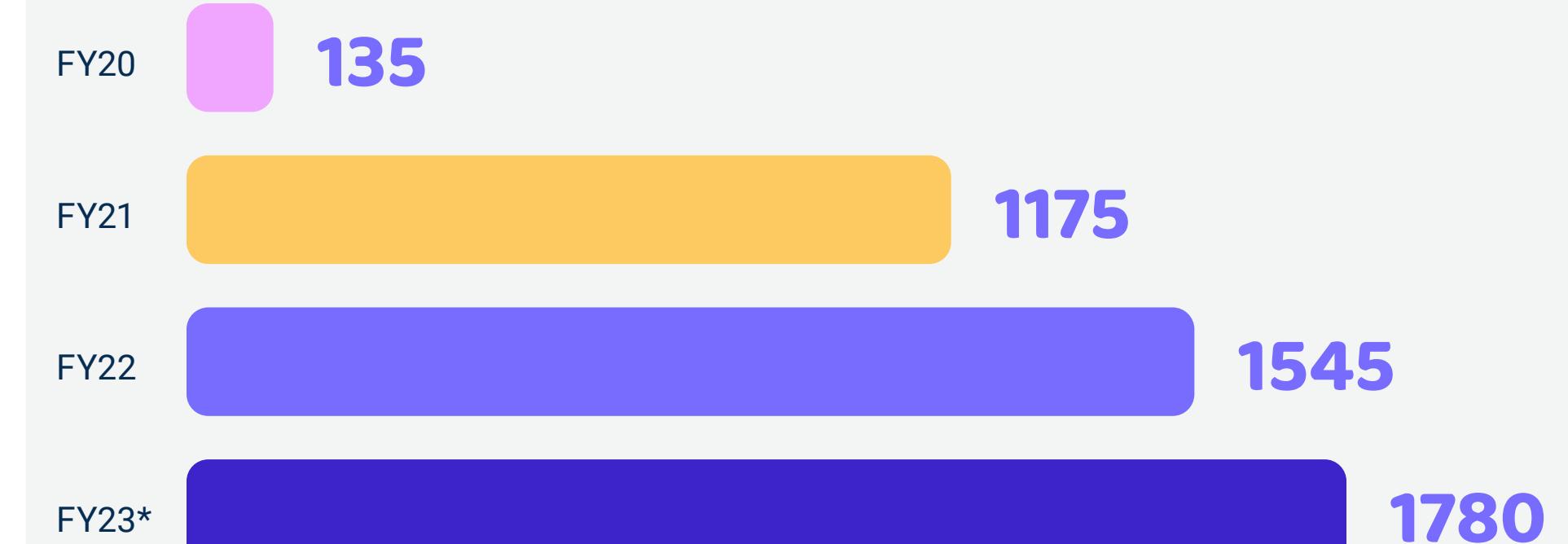
Aristocrat was approached to assist NSW Government Gamble Aware counsellors to better understand how EGMs work, including the concepts of return to player (RTP), randomness, reels, jackpots, and cashless gaming. On 31 May 2023, Aristocrat hosted 33 counsellors for a half day workshop tailored to these topics. The counsellors expressed appreciation for the opportunity to learn more about EGMs and the broader industry and regulatory environment, and to address myths about the way EGMs work, which will assist their own understanding and support their vital work with clients.

## Self-Exclusion Options (Pixel United)

Players of Pixel United's social casino themed mobile games are periodically sent information and reminded about our RG tools – including the option to permanently block their accounts if they wish to do so. During FY23, in response to evolving industry best practices and proprietary player insights, we expanded this policy to offer players a menu of self-exclusion periods, from a minimum of one year. Our hypothesis is that more choice will drive greater uptake of self-exclusion as an option, and improve player choice and protection.

**In FY23, we also started rolling out self-exclusion options for players of our casual mobile games along with enhanced RG support for these players.**

## Number of Self-Exclusions



\*Until 17 October 2023 – Figures based on all social casino games only. It is also notable that proactive RG messaging commenced in 2021 for social casino which resulted in a spike in self-exclusions once players became familiar with the process.

# Continued Improvement in RG Governance

## Aristocrat Group Responsible Gameplay Policy (Governing Policy)

As part of our efforts to strengthen RG governance at Aristocrat, over FY23 we developed, approved and rolled out a stronger set of policies to guide our global organisation. In September 2023 we released an updated Aristocrat Group Responsible Gameplay Policy to all permanent employees, including the Aristocrat Board of Directors, supplemented by additional, refreshed Responsible Gameplay policies outlined below:

### Pixel United Loot Box Policy

Applying to all employees involved in loot box development and marketing.

### Pixel United Consumer Communications Policy

Applying to all employees involved in marketing, promotions, communications, customer support and game development for Pixel United.

### Pixel United New Games Development Policy

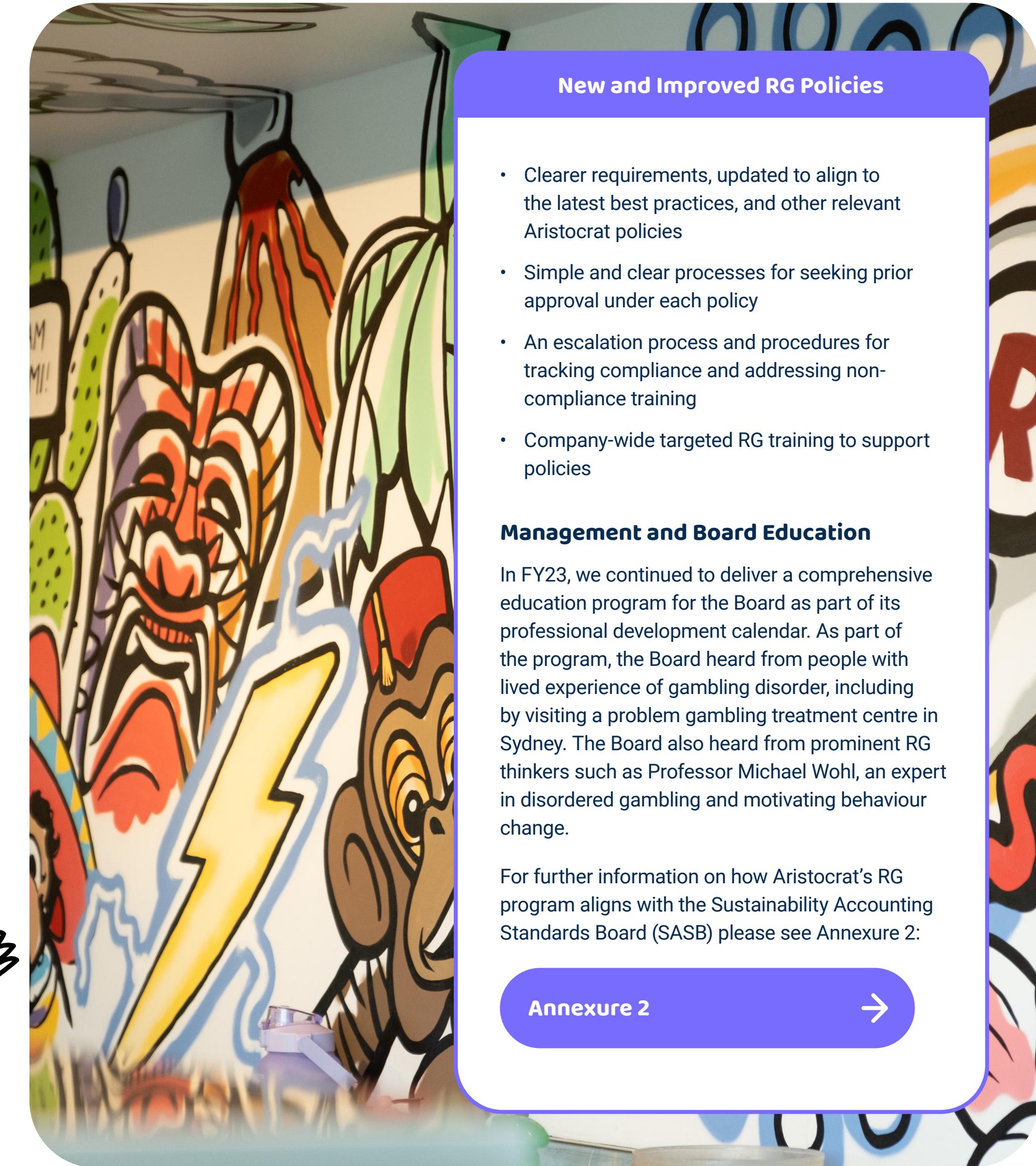
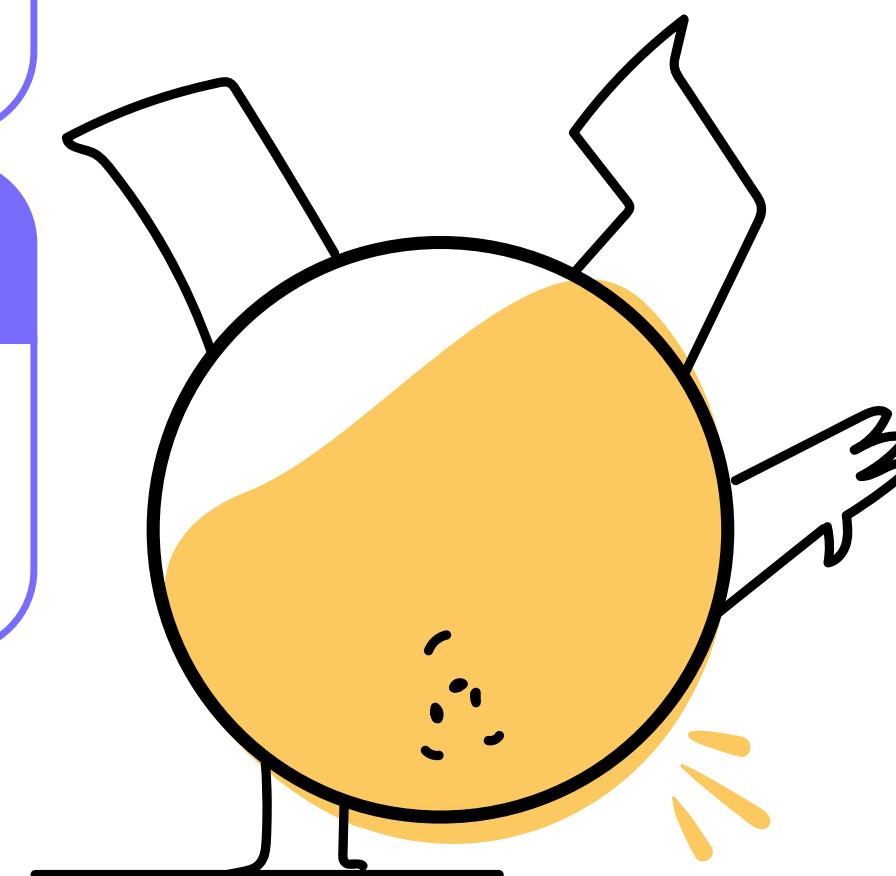
Applying to all employees involved in Pixel United games development.

### Product Development Charter for Regulated Gaming Markets

Applying to all design and development employees in our Gaming business and all Anaxi employees.

### Responsible Marketing Policy for Regulated Gaming Markets

Applying to all marketing and market research teams in our Gaming and Anaxi businesses.



### New and Improved RG Policies

- Clearer requirements, updated to align to the latest best practices, and other relevant Aristocrat policies
- Simple and clear processes for seeking prior approval under each policy
- An escalation process and procedures for tracking compliance and addressing non-compliance training
- Company-wide targeted RG training to support policies

### Management and Board Education

In FY23, we continued to deliver a comprehensive education program for the Board as part of its professional development calendar. As part of the program, the Board heard from people with lived experience of gambling disorder, including by visiting a problem gambling treatment centre in Sydney. The Board also heard from prominent RG thinkers such as Professor Michael Wohl, an expert in disordered gambling and motivating behaviour change.

For further information on how Aristocrat's RG program aligns with the Sustainability Accounting Standards Board (SASB) please see Annexure 2:

**Annexure 2**





# Privacy & Cybersecurity

## SNAPSHOT

The global privacy and cybersecurity landscape continues to evolve with new laws and expectations of companies increasing rapidly. Aristocrat's approach continues to be grounded in a clear enterprise-wide governance structure and strategy that facilitates the effective management of potential risks and ensures appropriate controls are incorporated into our products, systems and business processes.

**The Global Information Security Team Employee base grew in FY23 by nearly**

**50%**

and women made up

**45%**

of the overall team



## Our Approach to Cybersecurity Capabilities

- Third party security testing → Threat Intelligence monitoring
- Vulnerability scans → Risk Assessments
- Bug Bounty → Third-party cybersecurity
- Phishing campaigns

Our approach to privacy



# Privacy

Our program is based on the Global Privacy Principles (GPPs) and our core value of 'Good Business, Good Citizen'. The program is constantly evolving to address changes in our business, technology, the law, recommended practices and the threat environment.

Day-to-day management of the program is overseen by our Global Privacy Office (GPO). The GPO provides support to the business, executes on long-term improvement initiatives and lends expertise to special projects.

During the year, the GPO focused on building programs to improve maturity in the following key areas:

## Policy Development

Our policies are designed to provide clear and practical information to employees about how to comply with laws and regulations, give guidance that assists in decision-making, and provide a roadmap for day-to-day operations. The GPO periodically develops new and updates existing internal Privacy policies to meet legal, regulatory, and technology changes. During FY23, the GPO published the following new and updated policies:

- Privacy Inquiry and Complaint Handling Policy and Appendix
- Personal Data Minimization Policy
- Personal Data Quality Policy
- Personal Data Anonymization and Pseudonymization Privacy Policy
- Personal Data Consent Privacy Policy and Appendix

## Our Policies



## Employee Training and Education

Quarterly enterprise-wide mandatory courses and periodic targeted training courses are rolled out to support new and updated policy launches and educate our people on a range of current and emerging topics. During FY23, training was deployed on the following topics:

### Global Privacy and Data Protection

### Trust

### Personal Data Minimization

### Sensitive Data

### Global Privacy Principles

### Biometric Data

### Privacy, Risk and Trust

### Data Protection Addendum

Formal training was supported by expanding communications to raise employee awareness of the GPO and Global Privacy Program, utilising various channels including: enterprise newsletters, content on the Data Privacy intranet site and special events such as Cybersecurity Awareness Month and International Data Privacy Day.

## Mergers & Acquisitions

The GPO has developed due diligence and integration checklists to support privacy compliance as the company expands through M&A. Additional work has been completed to support Aristocrat's growth into new jurisdictions.

## Regulatory Change Management

In FY23 the GPO onboarded an automated solution to support our efforts in tracking and assessing changing privacy regulations around the world. This new solution, along with interactions with Aristocrat Government Relations team and strong relationships with other business partners, is helping to increase awareness of the rapidly changing privacy regulatory landscape.

## Metrics and Reporting

We continued to mature our Global Privacy Program in FY23 with the development of metrics and a reporting program. These metrics are included in corporate and business risk reports to demonstrate the company's privacy risk profile and the controls we are implementing.



# Cybersecurity

Aristocrat's Cybersecurity program is led by our Global Information Security (GIS) team. Our strategy aims to build cybersecurity capabilities to protect Aristocrat products, IP, data, employees, partners and customers and to instil trust and demonstrate our commitment to responsibility and sustainability. We strive to minimise risk and maximise value through an integrated digital trust approach. The GIS team substantially grew over the last year, increasing its employee base nearly 50% in FY23. Women made up 45% of the team, which is well above the industry average<sup>1</sup>.

We are on a path to attaining external audit certification using industry frameworks such as ISO 27001, and support continued certifications held by our partners. Aristocrat conducts annual maturity assessments, security penetration testing with trusted third-party consultants, and annual executive and tactical tabletop exercises to improve our resilience in the event of a crisis.

**In FY23, GIS delivered progress to replace (where required), scale, integrate, and automate previously under-utilised capabilities. Key Focus areas have included:**

## Endpoint Security

Deployed endpoint protection capabilities and doubled coverage on production.

## Cloud Security

Invested in technologies driving a significant increase in coverage of cloud-based assets while reducing costs.

## Logging / Monitoring

Increased logging and expanded visibility for monitoring and investigations.

## Breach Simulation

Deployed technology to simulate breaches, continuously test security controls, and expanded coverage of test environments across infrastructure.

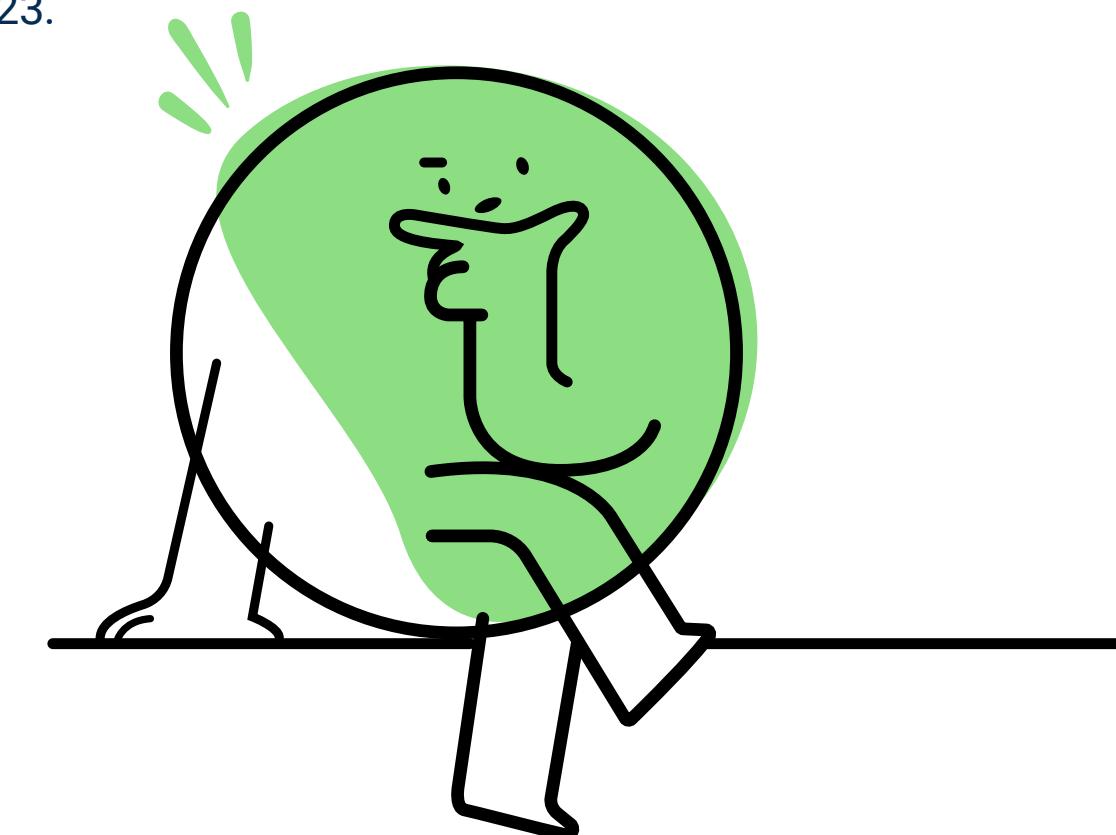
## Asset Management

Delivered asset reconciliation management tool closing fundamental control gap.

## Code Analysis

Expanded tooling for code analysis by more than 6x.

This year has also seen strong collaboration between GIS and Aristocrat Labs (ALABs), our technology organisation, with the adoption of a software assurance model which has established additional structure and governance around cybersecurity initiatives in product and gaming environments. Aristocrat continued to improve its software development lifecycle, proactively mitigate risk and foster a security-first culture in the development community. This year, we merged Product Security fully within the existing GIS functions to leverage enterprise cybersecurity governance, architecture and engineering and cybersecurity incident response capabilities for product development. The GIS team also provided due diligence in M&A activities over the course of FY23.



<sup>1</sup>Women represent only 26% of the cybersecurity workforce. See ISC2 annual workforce survey p.39 [here](#).



# Cybersecurity

## Cybersecurity Capabilities



**Third party security penetration testing**



**Vulnerability scans**



**Bug Bounty**



**Phishing campaigns**



**Threat Intelligence monitoring of internet**



**Cybersecurity risk assessments on critical assets, services and processes**



**Third-party supplier cybersecurity governance and risk assessments**

## Employee Training and Education

Monthly security awareness training was delivered to all employees throughout the year, with an increase in phishing campaigns and additional targeted campaigns on other topics. We are focused on lifting awareness to help create good cybersecurity habits in response to increasingly sophisticated threats and attacks.

### Training topics in FY23



**Phishing**

**Password protection**

**Information protection**

**Protection of data in motion**

**Office hygiene**

**Security onboarding for all new employees**

**Working securely from home / remotely**

A Cybersecurity Awareness month presents a unique opportunity to reinforce the importance of cybersecurity across the organisation in a way that is educational and enjoyable. Our FY23 program generated strong participation and feedback, with a mix of online and in-person discussions and special events.

In FY23, Aristocrat, like many other organisations was impacted by a cyber incident whereby a criminal hacker exploited a newly identified (zero day) vulnerability in third-party file sharing software (MOVEit) used by the company. The hacker extracted data from a company server, including personal information belonging to Aristocrat employees and other data. We took comprehensive steps to contain the incident and have compiled lessons learned to further mature the cybersecurity program. Further information on this incident can be found in our public statement published below:

**Statement on Cyber Incident**





# Responsible Sourcing

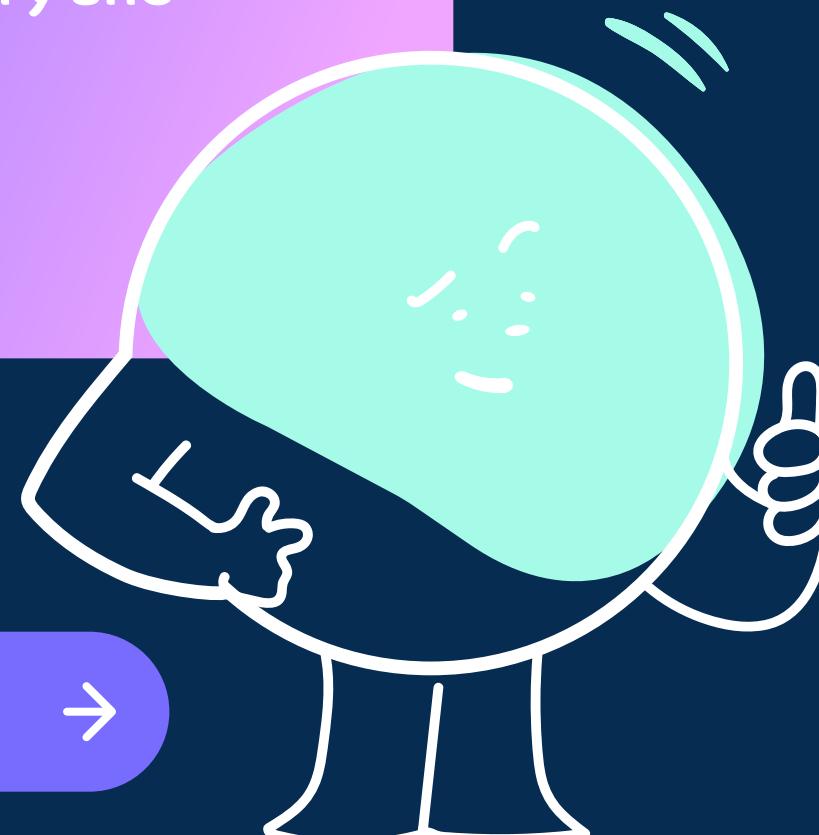
## SNAPSHOT

Aristocrat has a robust policy framework and program of work that addresses responsible sourcing and prevention of modern slavery considerations supporting our value of 'Good Business, Good Citizen'. The framework details our commitment to acting ethically and with integrity in all our business dealings and implementing and enforcing systems and controls to responsibly source products and services. We are committed to ensuring transparency in our approach, and we expect the same high standards from our contractors, suppliers and other business partners.



We strive to ensure that all workers in our operations and supply chains are treated with respect and dignity. We embrace our obligations to address modern slavery and to achieve ongoing improvement across our global business.

[Joint Modern Slavery Statement](#)





# Modern Slavery Prevention

We acknowledge that modern slavery and human trafficking are complex global problems that present risks to all businesses – including our own. Through FY23 we continued to build the maturity of our prevention program, further lifting awareness, capability, engagement and governance.

In Monash University's most recent assessment report of the top 100 ASX-listed companies' modern slavery statements, Aristocrat's 2022 Modern Slavery Statement received an "A" rating. This is the highest rating that can be achieved.



Joint Modern Slavery Statement →

## Our Anti Modern Slavery Journey

### 2020

- Published 1<sup>st</sup> joint UK and Australian statement
- Developed first iteration of supplier surveys

### 2021

- Created our Anti-Modern Slavery Strategy
- Developed Incident Response Guide
- General training modules rolled out to all employees

### 2022

- Hosted our inaugural Global Anti Modern Slavery Forum
- Published an updated Supplier Code of Conduct

### 2023

- Developed our Modern Slavery Risk Management Model
- Role specific training for P&C and supplier facing employees
- Updated supply chain metrics to present an enterprise-wide view



# Business Operations



- [Governance](#)
- [Climate](#)
- [Circular Economy](#)

## Sustainable Development Goals (SDGs)





# Governance

## SNAPSHOT

The Board of Aristocrat is committed to maintaining high standards of effective corporate governance arrangements to help create, protect and enhance shareholder value and the future sustainability of Aristocrat. Aristocrat's strong governance framework provides a solid structure for effective and responsible decision making and setting a culture of integrity, transparency and accountability that flows throughout the Aristocrat Group.

There are  
**327**  
Global jurisdictions in  
which Aristocrat and its  
subsidiaries were licensed  
in FY23



In a volatile world,  
ensuring we are able to  
maintain our operations  
and uphold expectations  
regardless of disruptions  
is critical.

[Our Business Resilience Program](#) →

# Board Independence & Corporate Governance

During FY23, the Board reviewed each Non-Executive Director's independence and concluded that each Non-Executive Director is independent.

Details, including the term of office, qualifications, experience and information on other directorships held by each member of the Board can be found in the Directors' Report within the Annual Report.

[Aristocrat's Annual Report](#)



## Board Focus

Board and Executive succession and renewal, governance and culture, and effective risk management have remained strong focus areas for the Board during FY23.

Appointments during this reporting year have further reinforced Aristocrat's commitment to strengthening Board experience, expertise and diversity.

[Board Focus Areas, Skills & Experience](#)



Since the organisation's inception in 1927

730

Accomplished individuals have been inducted

Secretary of State for  
The Chickasaw Nation

**Board Director Bill Lance was inducted into the Oklahoma Hall of Fame which is Oklahoma's highest honour.**

The first Secretary of State for The Chickasaw Nation, Bill Lance is a respected leader known for his business acumen and commitment to delivering sustainable benefits to the Chickasaw people. As the longest-serving Secretary of Commerce in Chickasaw Nation history, he has played a key role in the tribe's economic growth and development. He has received recognition for his contributions to various boards and organisations, and his leadership has tripled the Nation's annual net income and created thousands of jobs.





## Business Resilience Program

**In a volatile world, ensuring we are able to maintain our operations and uphold expectations regardless of disruptions is critical.**

Aristocrat has continued to strengthen its business resilience program by boosting core resilience competencies such as business continuity, disaster recovery, incident management, and threat intelligence. During FY23, Aristocrat:

- **Strengthened its business resilience stakeholder network and documentation** through Crisis Management Team training, refreshing the Business Resilience Framework and Business Continuity Plans, and socialising resilience across the business through post-incident debriefs and improvement plans.
- **Designed and facilitated numerous tabletop exercises** across the enterprise, addressing threats from natural disaster to ransomware.
- **Improved Information Technology Disaster Recovery processes.**
- **Strengthened emergency response planning efforts** through a refresh of our Emergency Response Plans and safety trainings.
- **Continued to enhance threat monitoring through our emergency mass notification tool, Everbridge**, including Incident Operator training and assuring data quality.



# Licensing & Compliance

Aristocrat takes a rigorous, high integrity approach to compliance and maintaining our operating licenses around the world. The Board's Regulatory and Compliance Committee oversees all issues relating to compliance with gaming laws and regulations, the effectiveness of Aristocrat's systems designed to ensure compliance with all aspects of the Approved Nevada Gaming Control Board Compliance Plan, the suitability of key associates and compliance training and education programs for employees.

A number of mandatory compliance courses were rolled out during FY23:

- Compliance Certification 1 – Compliance Induction Course (total learners 903)
- Anti-Bribery and Anti-Corruption (total learners 770)
- Code of Conduct course (total learners 6223)

Aristocrat's Chief Compliance Officer, Tracey Elkerton, was also elevated to the Executive Steering Committee (ESC).



**327**

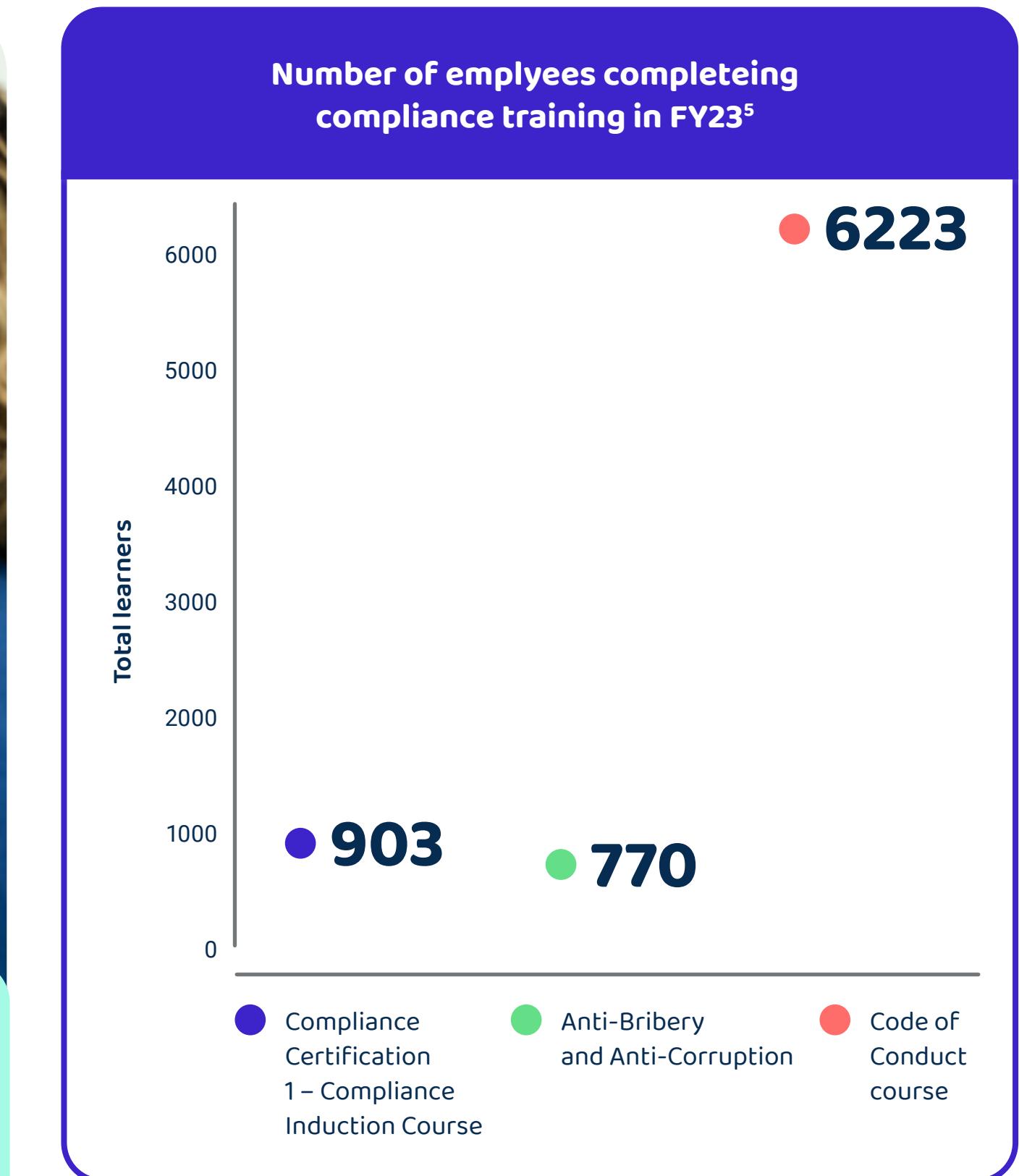
Global jurisdictions in which Aristocrat and its subsidiaries were licensed in FY23

**600+**

Company Gaming Licences globally

**339**

Employees required to provide an assurance declaration regarding conditions imposed on our licences



<sup>5</sup>Note also that Aristocrat is in the process of having all global policies and mandatory training translated into eight languages. Due to the size of this piece of work it is being completed in phases.



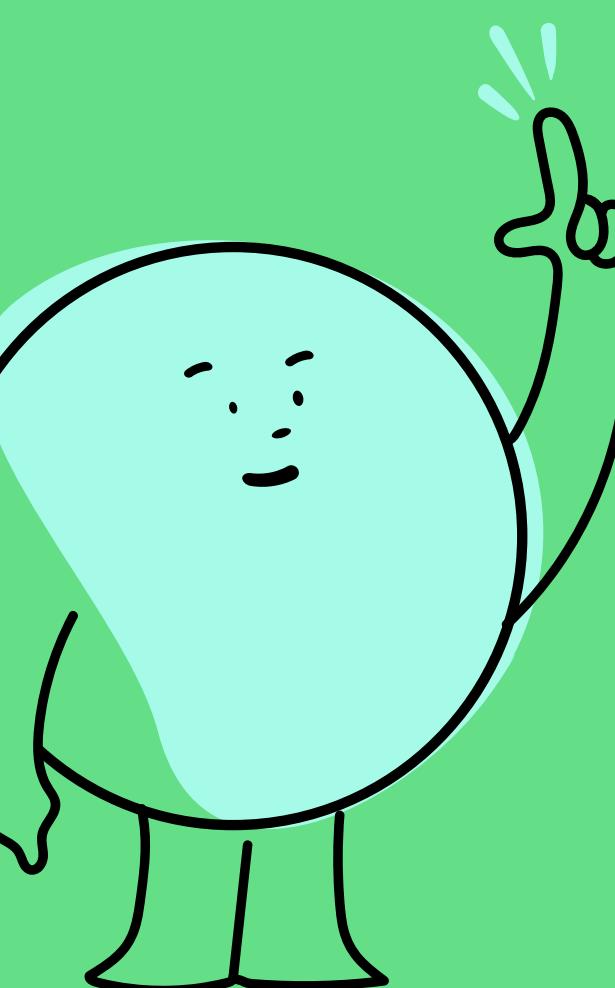
# Anti-Bribery & Corruption

Aristocrat takes a zero-tolerance approach to acts of bribery and corruption. We require compliance with all anti-bribery and corruption laws in all markets and jurisdictions in which we operate, at all times.

Aristocrat's Anti-Bribery and Anti-Corruption Compliance Program (ABAC) comprises a global ABAC 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 acts of bribery and corruption.

We also have an extensive ABAC compliance training program which is delivered to all members of the Aristocrat Board, ESC, Group Risk and Audit Team, sales employees, and relevant manufacturing and procurement teams. Major distributor partners must also undertake this training.

Aristocrat maintains an independent communication channel for employees to report suspected acts of bribery and corruption.

[Learn more](#)

**Aristocrat maintains an independent communication channel for employees to report suspected acts of bribery and corruption.**

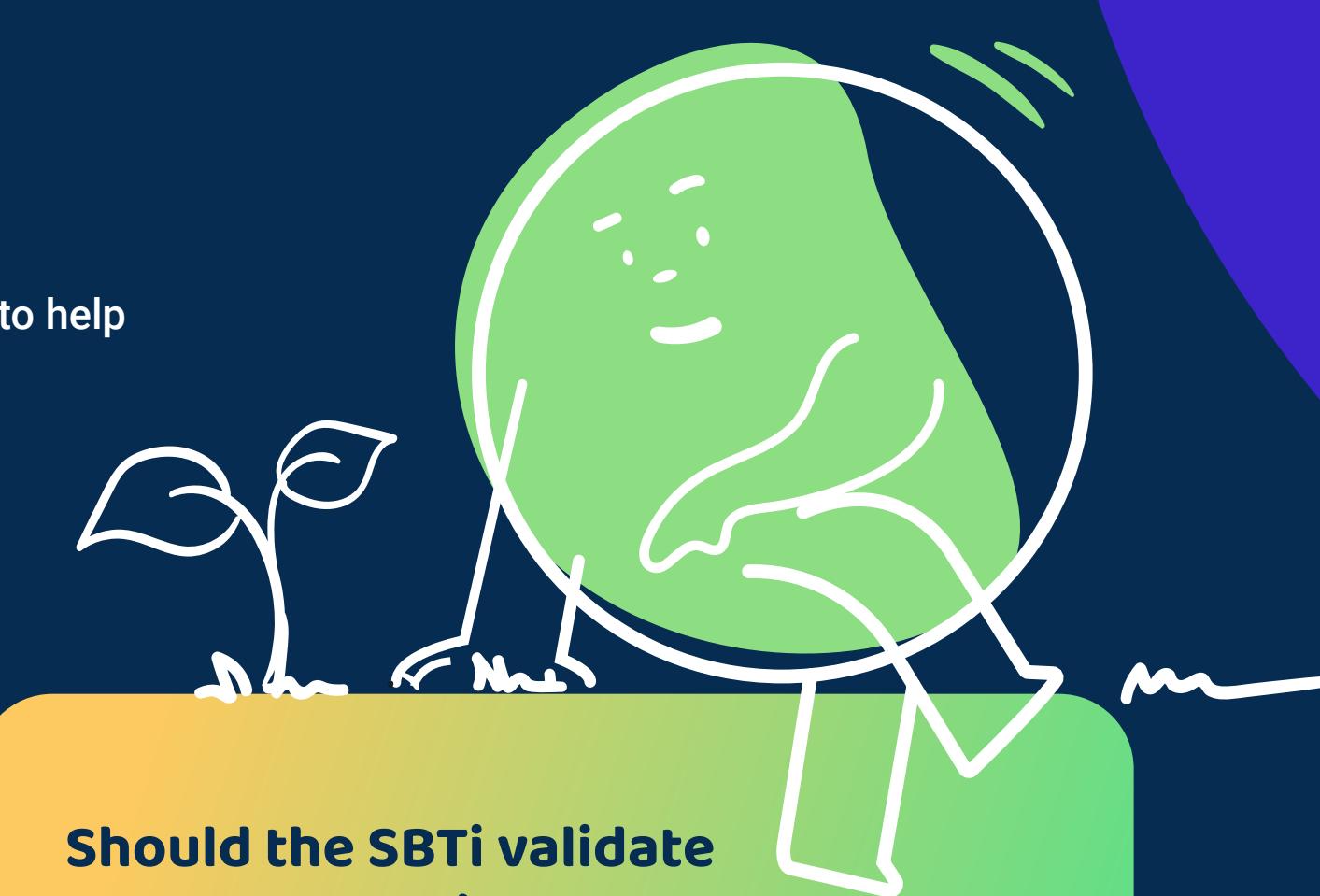




# Climate

## SNAPSHOT

Aristocrat accepts the science on climate change and is committed to taking action to decarbonise our business, in order to help minimise global warming and its impacts.

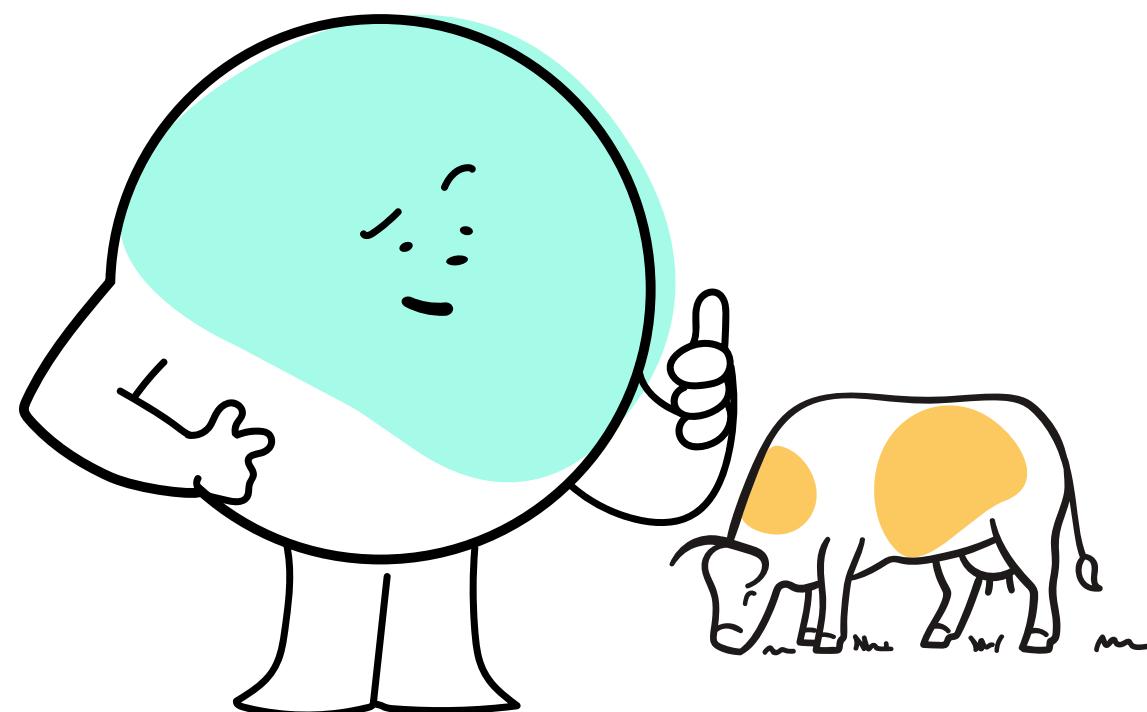


**Should the SBTi validate our targets, Aristocrat commits to reach net-zero GHG emissions across the value chain by 2050.**

[Our Proposed Emission Targets →](#)

# Our Decarbonisation Journey

In November 2021, Aristocrat committed to setting a Science Based Target (SBT) consistent with the requirements of the Paris Agreement, which was signed in 2015 at the UN Climate Change Conference (COP21) in Paris, France. Our commitment is to reduce emissions across our global enterprise in alignment with the scope of the Agreement. In November 2023, we submitted our proposed SBT to the Science Based Targets Initiative (SBTi) and, once independently validated by SBTi technical experts, we will formalise our decarbonisation plan and focus on mitigations, tracking and reporting our progress.



## FY23 Progress

In FY23, we onboarded specialist capabilities and created an enterprise project team encompassing leaders from all parts of the business along with key global functions. Through collaboration with internal and external subject matter experts, we developed a methodology for our scope 1, 2, and 3 emissions boundaries in accordance with SBTi's most recent guidance, and built a data framework to collect, assess, and analyse our emissions. Using this approach, our FY22 emissions base was determined.



## Our 2022 Base Year

Aristocrat's FY22 Sustainability Disclosures provided an initial view of our emissions based on a sample set of company locations where emissions data was readily available. We reported 29,881 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) for scopes 1 and 2 and did not include the majority of scope 3 emissions for our global network.

In FY23 we refined our approach to include all physical locations where our company conducts business, identified all relevant data sets, and captured, or estimated, all scope 1, 2, and 3 data for FY22. To ensure consistency and integrity of data, we documented all data sources, emissions calculation methods, and estimation approach and assumptions to support our disclosure. Our FY22 base was defined as follows:

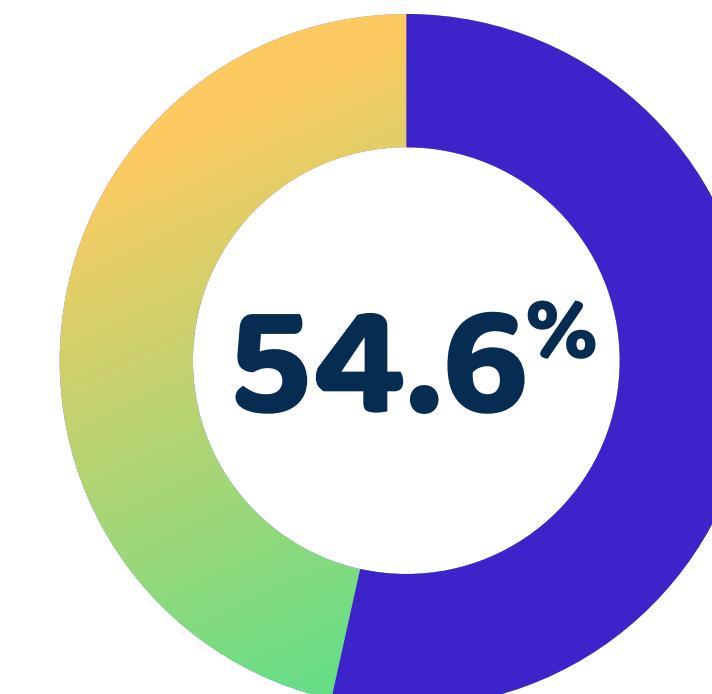
- Aristocrat's emissions were 804,956 tCO<sub>2</sub>e.
- Scope 1 and 2 emissions accounted for 2.1% of total emissions, while scope 3 represented 97.9%.
- Of these results, approximately 57% of emissions come from use of sold products principally EGMs (category 11), while an estimated 22% originate from purchased goods and services (category 1).

# Our Emissions Future State

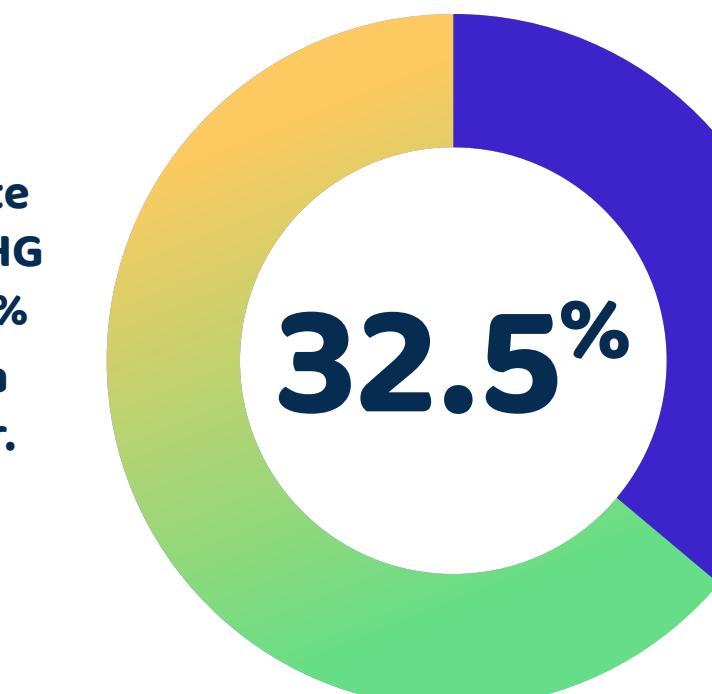
With the benefit of a robust base year and understanding of the business' decarbonisation levers, Aristocrat prioritised and then categorised abatement opportunities across 12 areas of focus. Opportunities were assessed based on cost, effort and abatement impact across three-time horizons: short-term (2 years), medium-term (2-4 years) and long-term (+4 years). This work has positioned us to build a draft abatement plan with appropriate project infrastructure and resourcing.

## Our Proposed Targets

In line with the long-term goals of the Paris Agreement, we aim to reduce our scope 1 and 2 emissions to limit the global temperature increase to 1.5 degrees and reduce our scope 3 emissions to limit the global temperature increase to 2 degrees. Aristocrat submitted the following proposed targets to the SBTi, consistent with these goals:



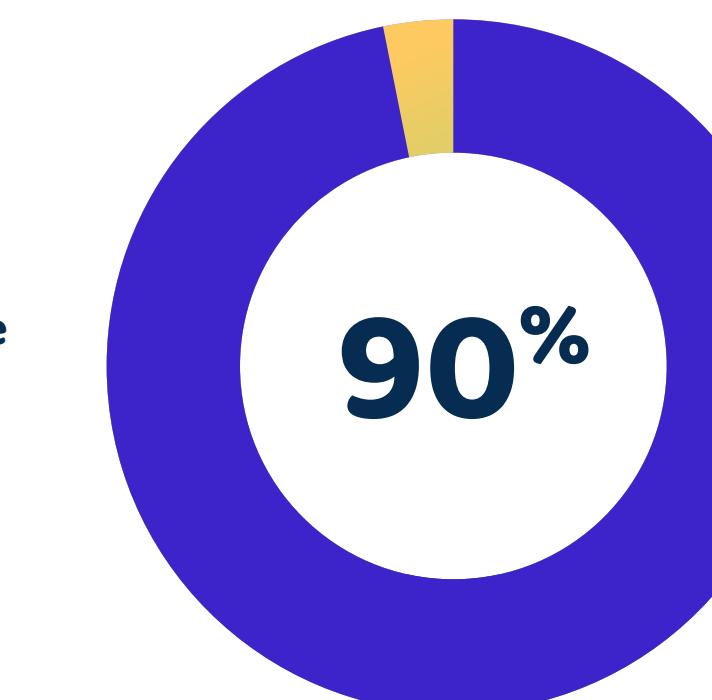
**Reduce absolute scope 1 and 2 GHG emissions 54.6% by 2033 from a 2022 base year.**



**Reduce absolute scope 3 GHG emissions from all categories 32.5% by 2033 from a 2022 base year.**



**Reach net-zero GHG emissions across the value chain by 2050 from a 2022 base year.**

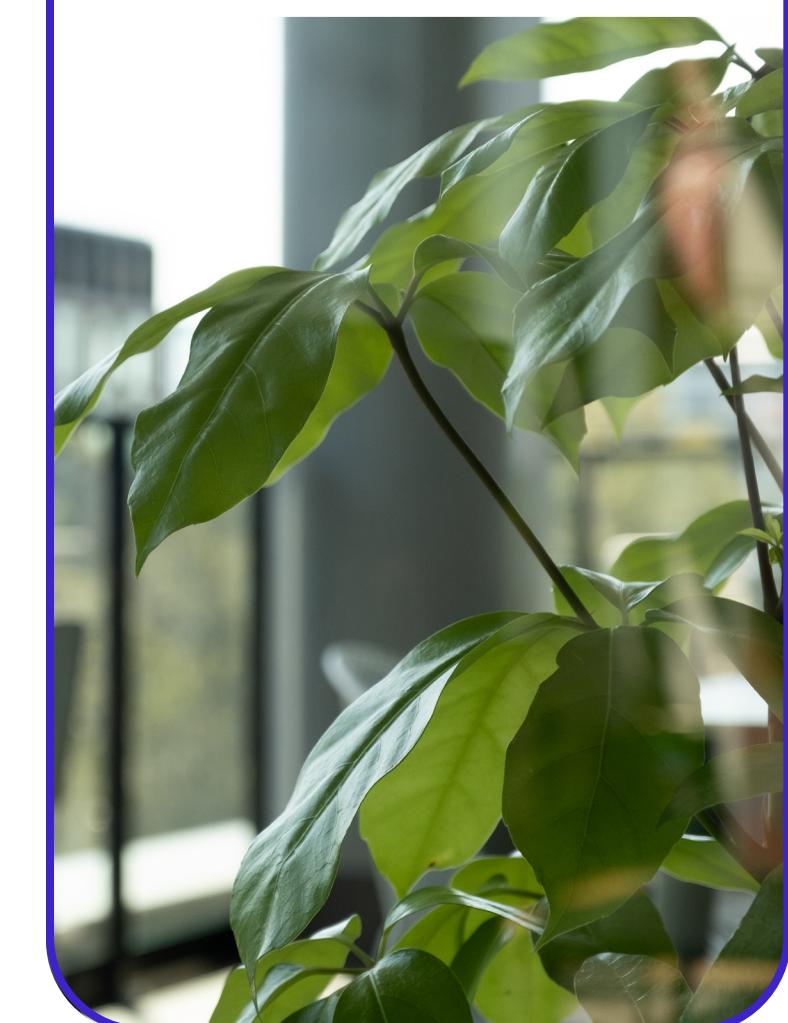


**Reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2022 base year.**

These near and long-term targets have been modelled against robust business-as-usual emissions forecasts until 2050.

## Submission of Proposed Targets to SBTi

Aristocrat's proposed targets were submitted to SBTi in November 2023. We expect the SBTi to respond to our submission in early to mid-2024, and if validated, we will disclose further details of our targets and abatement activities.





# Future Scope 3 Challenges / Opportunities – Categories 11 & 1

Of our 2022 base year, approximately 57% of emissions come from use of sold products principally EGMs (category 11), while an estimated 22% originate from purchased goods and services (category 1). These results reveal a positive correlation with scope 3 data reported to the Carbon Disclosure Project (CDP) which confirms that ~70% of scope 3 emissions reported by all respondents come from category 1 and 11, (CDP, 2017).



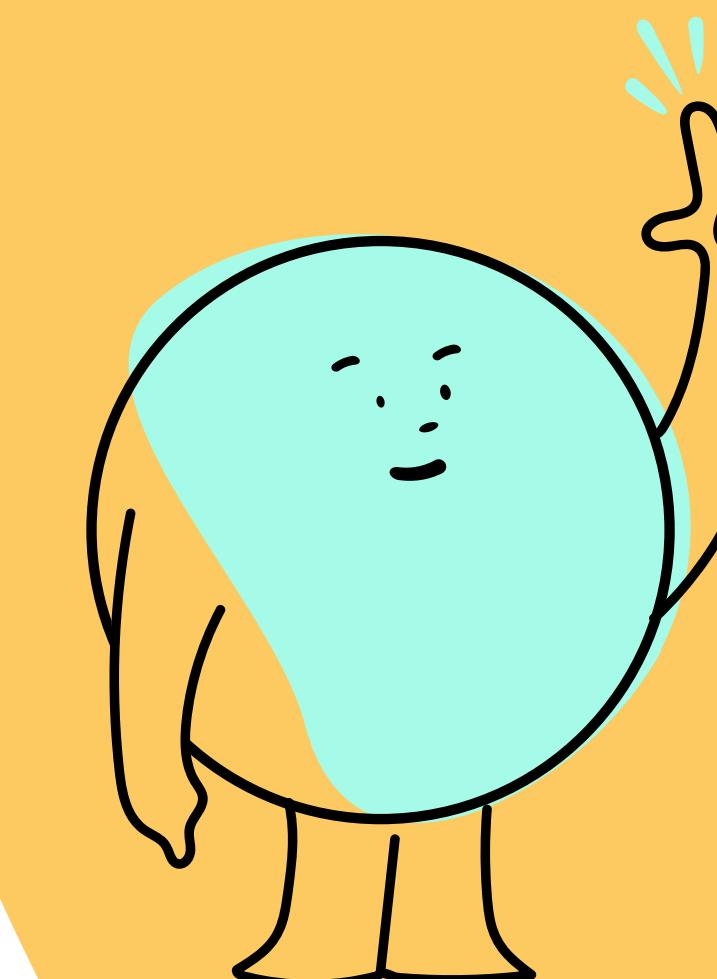
## Opportunity

A number of Aristocrat's customers, suppliers, and competitors are taking or planning to take similar abatement actions. This will assist us in delivering our abatement plan, as we will accrue scope 3 emissions reductions in our value chain as a result of customer and supplier targets for scopes 1 and 2. Moreover, other industry participants taking similar action will enable us to form potential coalitions to assist with future customer and even supplier decarbonisation efforts.

A key pillar of our abatement plan in the first year will be to size and prioritise customer and supplier engagement opportunities. This work is likely to deliver emissions reductions in our value chain. For example, our supplier sustainability survey in FY23 has revealed that 45 out of 126 key suppliers have either committed to SBTi or have company emission reduction targets up from 35 out of 108 suppliers in FY22.

## Proposed long-term target

**Should the SBTi validate our targets, Aristocrat commits to reach net-zero GHG emissions across the value chain by 2050. Aristocrat commits to reduce absolute Scope 1, 2, and 3 GHG emissions 90% by 2050 from a 2022 base year.**





# Decarbonisation Progress in FY23

Proposed near-term & long-term targets	Scope 1 & 2			Scope 3			All scopes	
	Fleet Management	Physical Plant and Leased assets	Renewable Energy Procurement	Supplier engagement & Product Design to address Categories 1 & 2	Customer engagement & Product design to address Categories 11 & 13	Other areas including:	Data Automation	Governance
Summary of abatement plan*	<ul style="list-style-type: none"> <li>Assess utilisation of existing fleet and develop green mobility strategy as well as implementation plan to decarbonise fleet</li> <li>Design energy efficiency audits, explore renewable energy (RE) strategy options, and connect with utility developers on renewables possibilities</li> </ul>	<ul style="list-style-type: none"> <li>Identify, prioritise, engage and (if need be) educate key suppliers to build supplier carbon database (2-4 years)</li> <li>Establish taskforce on green procurement (2 years)</li> <li>Conduct annual Supplier Sustainability Assessment, update Supplier Code of Conduct, policies &amp; procedures to support supply chain decarbonisation (2-5 years)</li> </ul>	<ul style="list-style-type: none"> <li>Identify, prioritise, engage and (if need be) educate key customers to build out customer carbon database (2-4 years)</li> <li>Establish taskforce on green product design (2 years)</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of transport management system</li> <li>Engage suppliers across value chain</li> <li>Survey employees' commuting habits</li> <li>Encourage landlords to track emissions where utility cost is part of rent (2-4 years)</li> </ul>	Continually build and improve data collection capabilities with view to future automation of data flows	Develop required policy framework, training, and communications to support decarbonisation		
Draft tCO <sub>2</sub> e baseline	17,258	174,718	502,530	110,450	Total draft base 100%	804,956		
Percentage of overall baseline	2.1%	21.7%	62.4%	13.7%				

Further information on how we are measuring our Climate efforts against the Sustainability Accounting Standards Board (SASB) framework:

[Learn more](#)

# Integrating ESG Standards in our Supply Chain

## What is Aristocrat asking of our Suppliers?

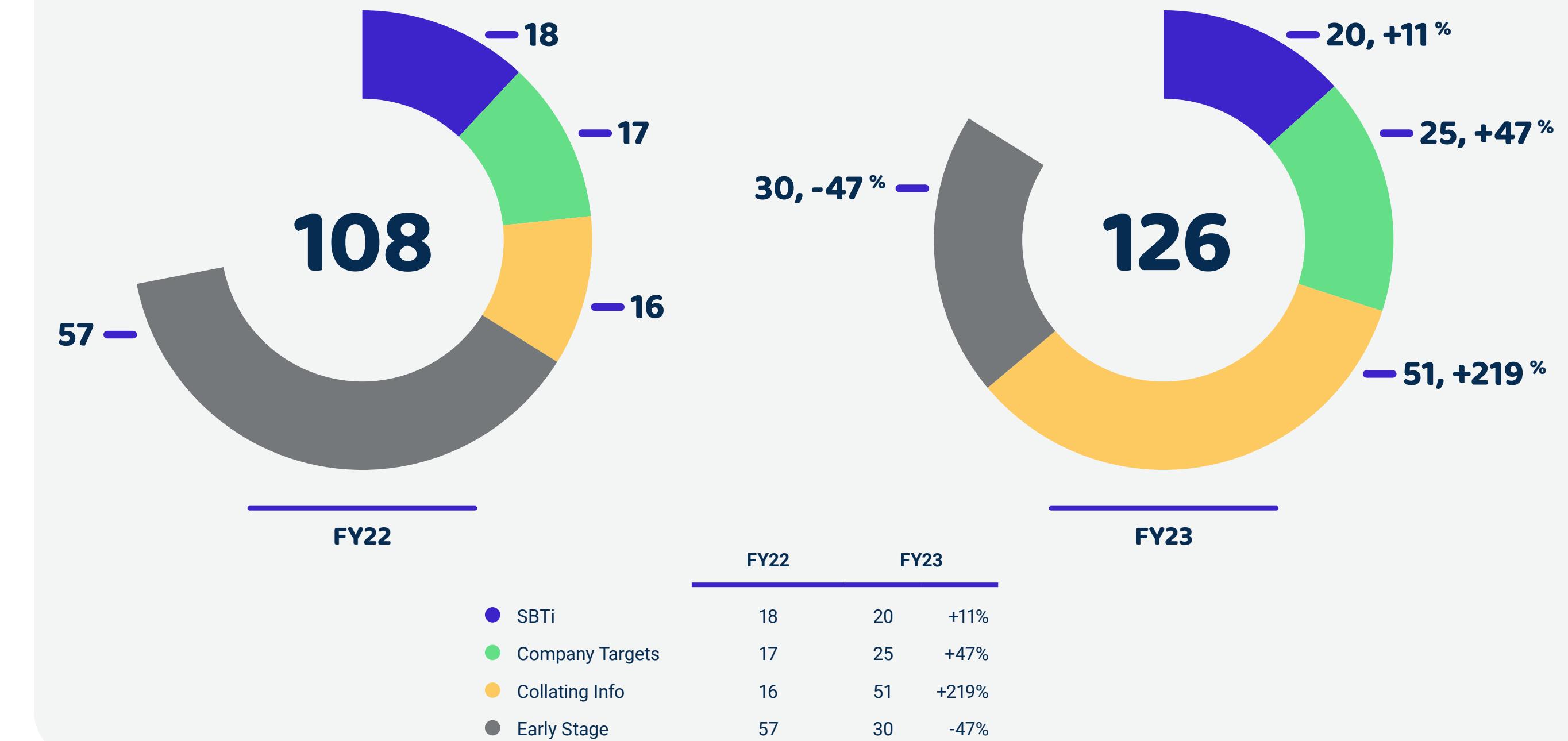
Aristocrat is asking our Suppliers to document and report details for their company as follows:

- How climate change issues are considered in their company-wide strategy, including examples of where it is mapped against UN Sustainable Development Goal 13 on Climate Action.
- Commit to capture and measure 1) ESG data toward improvement targets, or 2) more ideally/ultimately Science-Based Targets to reduce carbon emissions for scope 1, 2 & 3. Provide the year by which suppliers plan to meet their set targets.
- Assess and disclose climate risks and opportunities in line with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), International Sustainability Standards Board (ISSB) or other recognized climate reporting standards.
- How suppliers embed achievements of climate and/or sustainability targets into any or all supplier subcontracts and relationships with other relevant parties.
- Provide key ESG achievements in the last 12 months, highlighting commitment to meeting carbon emission reduction targets and actions taken (current and future plans).

**Aristocrat Partnerships**

As part of its Supplier compliance program, and in order to help us meet our emissions reduction targets, Aristocrat is committed to integrating ESG and sustainability principles within its global operation and supply chain. Aristocrat expects suppliers and contractors to not only comply with all national and local environmental laws and regulations, but to take all reasonable steps to minimise risks and negative impacts to the environment and community, and to conduct business in a socially responsible and ethical manner. This includes a requirement to take active steps on emissions reduction and reporting.

## Supplier Sustainability Program Maturity - Direct and Indirect Suppliers



Aristocrat seeks to partner with suppliers who have made similar commitments to reducing greenhouse gas emissions through emissions capture, appropriate target setting, abatement planning, and tracking climate related risks in line with international reporting standards



# Integrating ESG Standards in our Supply Chain

## Task Force on Climate related Financial Disclosures (TCFD)

Aristocrat considered climate scenario analyses in our strategic planning and enterprise risk management (ERM) frameworks throughout FY23. We refreshed our assessment of climate related risks in line with the TCFD framework, with no material risks being highlighted. The assessment will continue to be factored into future strategy updates.



More information on progress across each of the TCFD pillars of Governance, Strategy, Risk Management, Metrics and Targets

Annexure 1



During FY23, Aristocrat reviewed its approach to sustainability reporting in light of incoming mandatory sustainability reporting requirements and increasing stakeholder expectations. As a result of this assessment, which included expert advice, we are developing a roadmap covering the next three years which will see Aristocrat elevate our sustainability reporting over time. Specifically, we will explore alignment with International Financial Reporting Standards (IFRS) S1 & S2, and consider other relevant reporting frameworks such as the proposed Australian Sustainability Reporting Standards mandatory climate-related financial disclosure requirements and the European Union's Corporate Sustainability Reporting Directive (CSRD).





# Circular Economy

## SNAPSHOT

In FY23 much attention has been on establishing our greenhouse gas inventory, targets and abatement plan. As we move forward with our abatement plan, there will be many circular economy principles incorporated into our emissions reduction approaches for Scope 3 categories 5 and 12. Whilst we do not have substantive circular economy data on all of our facilities for FY23, we expect reporting to expand as our decarbonisation journey progresses.

In terms of focus areas, Aristocrat's Australian Integration Centre (AIC) has prioritised reducing and eliminating landfill waste through reusing, refurbishing and recycling EGM components. In the first half of FY23, the AIC generated over 1,158 tonnes of which more than 1,125 tonnes was recycled, giving the site a recycling rate of 97.1% by weight. Our AIC has also signed up to B-cycle, Australia's official product stewardship scheme for batteries, to ensure that all batteries used at AIC are recycled responsibly.



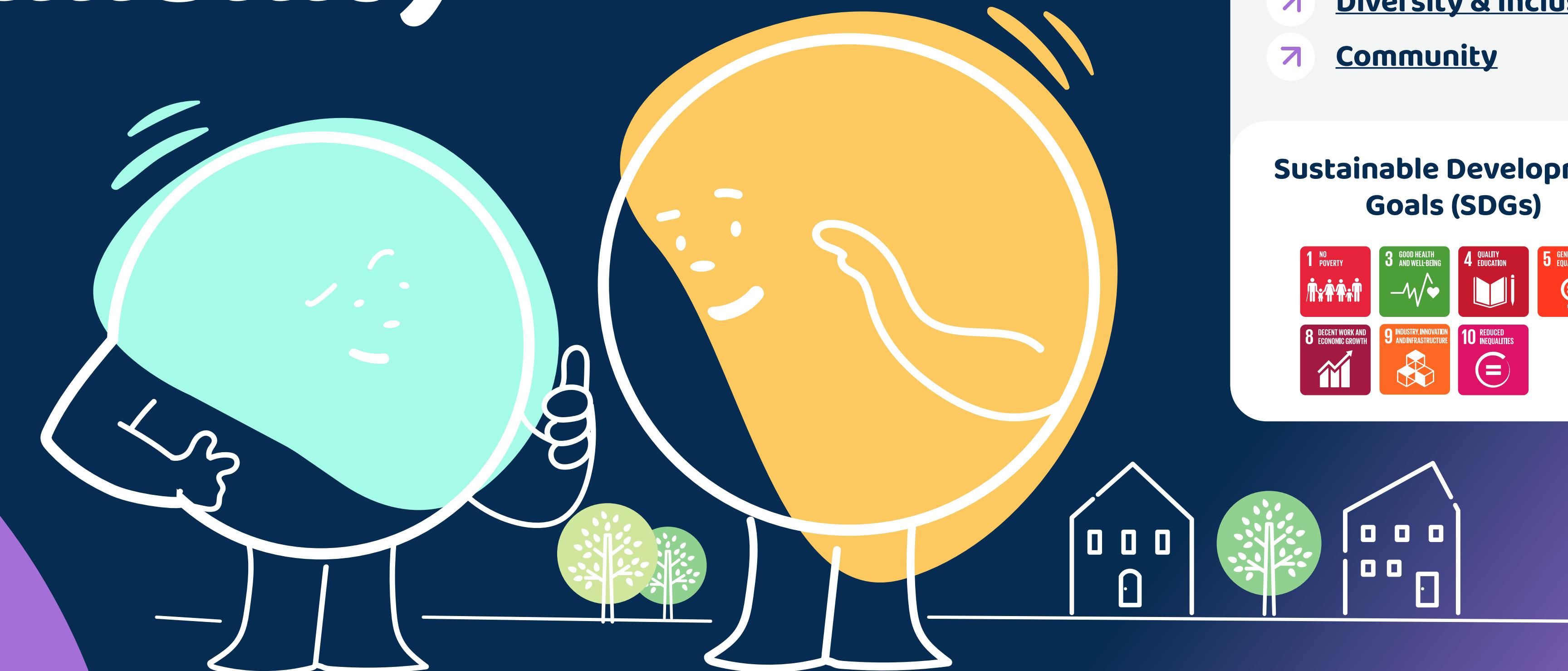
More than  
**1125**  
tonnes  
were recycled by our AIC  
in FY23

This is a site recycling  
rate of 97.1% by weight.





# People & Community



↗ **Health, Safety & Wellbeing**

↗ **Talent**

↗ **Diversity & Inclusion**

↗ **Community**

## Sustainable Development Goals (SDGs)





# Health, Safety and Wellbeing

## SNAPSHOT

Aristocrat strives to provide a safe working environment and a culture of physical and mental health and wellbeing for our people. Our Board oversees global health, safety and environment (HSE) risks and performance through the HSE Steering Committee which governs the global HSE program, strategy and management system.

Management and mitigation of HSE risks is effected through a number of mechanisms, including:

- Global HSE Management System aligned to global safety standards
- Regular pulse surveys driving improvements in wellbeing programs
- Broad reaching wellbeing initiatives including new benefits, flexible work options and effective leadership communication
- Periodic review of Employee Assistance Program data to identify trends
- Ongoing HSE training for all employees
- Comprehensive incident management reporting and lessons learned processes

In FY23, a new and improved HSE Incident Reporting and Data Management System called INTELEX was rolled out to report all safety incidents, including first aid and near misses.

Across the year, we continued to offer comprehensive wellbeing and employee support programs and implement improvements wherever relevant. We were particularly focused on supporting our people impacted by armed conflict in Ukraine and Israel.



# Safety Performance

Total Recordable Injury Rate (TRIR) measures the number of fatalities, lost time injuries, medically treated injuries and restricted duties injuries per million hours worked, calculated on a rolling 12-month basis.

In FY23, Aristocrat's TRIR of 0.47 represents an increase of 0.08 on FY22. A contributing factor to this increase has included the launch of an improved HSE reporting system to track injuries. Having a clearly defined process, coupled with strong promotion and communication of processes and reporting, has led to an increase in awareness and reports made.

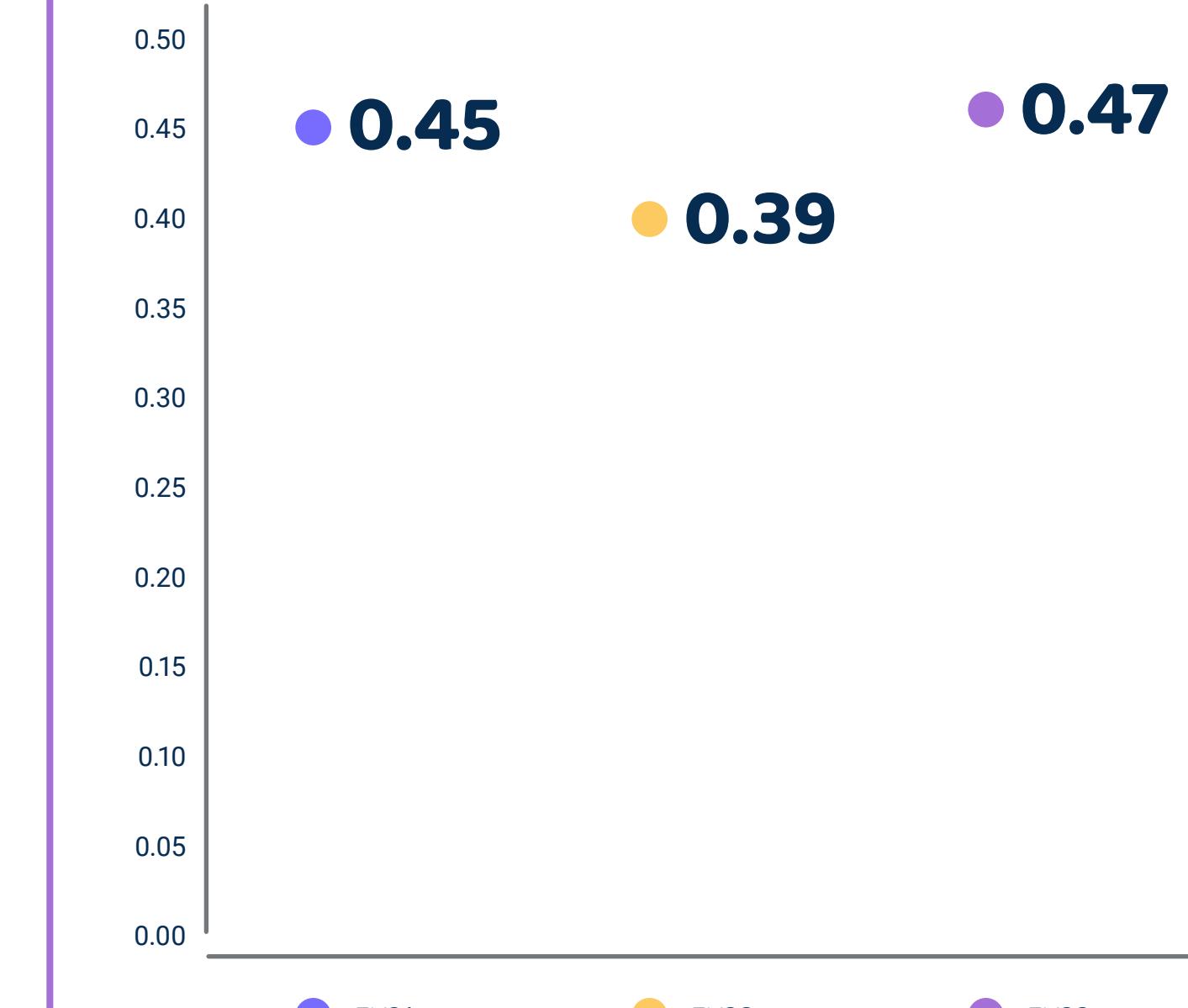
Using the data to determine trends and opportunities for improvement, a focus on hand injuries and sprains/strains was launched during the year along with clearly defined PPE requirements to protect workers going forward.

## Using AI to Enhance Safety

FY23 saw the launch of the Nauto system in 291 fleet vehicles in our US business. This AI powered device system monitors the road ahead, as well as the vehicle driver for hazards, distracted driving, drowsiness, speed and other set parameters, alerting the driver with audible warnings. All the data collected by this system is easily accessible in the Nauto platform. Results of the monitoring are calculated into a VERA score which has allowed managers to identify areas for improvement and has led to 1659 coaching events for 213 drivers (out of 303 drivers). We have also seen a decrease in distracted driving occurrences by 97% and tailgating by 77%. The US has closed out FY23 with a VERA score of 92 (considered excellent based on industry averages).



## Fiscal Year Injury Rates (TRIR)





# Talent

## SNAPSHOT

We strive to attract and recruit the best talent for all roles across Aristocrat. Our goal is to maintain a diverse and inclusive workforce reflective of the communities we work in and serve, and we are focused on hiring talent with a wide range of characteristics, perspectives and skill sets. To achieve this, we engage with under-represented communities, including by establishing strategic partnerships and programs. Diverse slates are required in our recruiting efforts.



**"Our values and behaviours are the foundation of how we work. They guide the day-to-day decisions and actions of our people and the expectations we have of each other, shaping the way we work together to get things done."**

**6,586**

Courses were completed through LinkedIn Learning

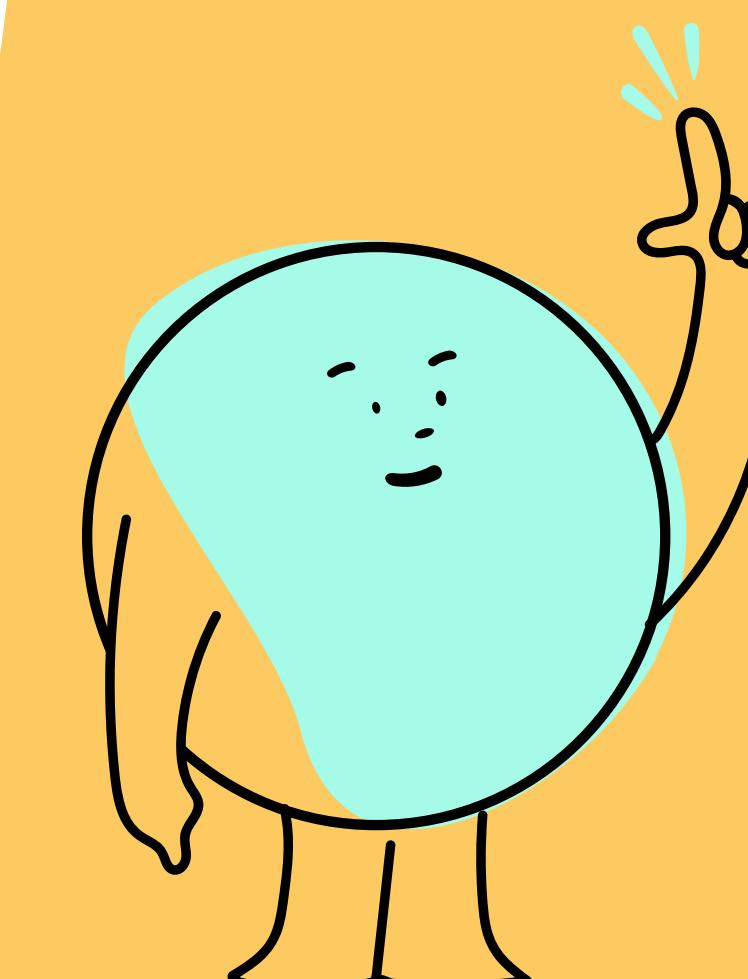


# Engagement & Culture

We measure the strength of our culture and gain an understanding of how our people feel about working at Aristocrat through our engagement pulse survey. This year, we achieved a 90% aggregate participation rate across the global enterprise, which is 7 percentage points above the benchmark.

The engagement survey trends and results enable us to understand what employees need to thrive, target areas for improvement and establish specific plans to drive employee satisfaction and wellbeing at work.

**"Our values and behaviours are the foundation of how we work. They guide the day-to-day decisions and actions of our people and the expectations we have of each other, shaping the way we work together to get things done."**



## Engagement score

# 8.6

8.1

0.5 above True Benchmark® ↑

**Great job!**

In the top 25% of the tech sector

## Equality score

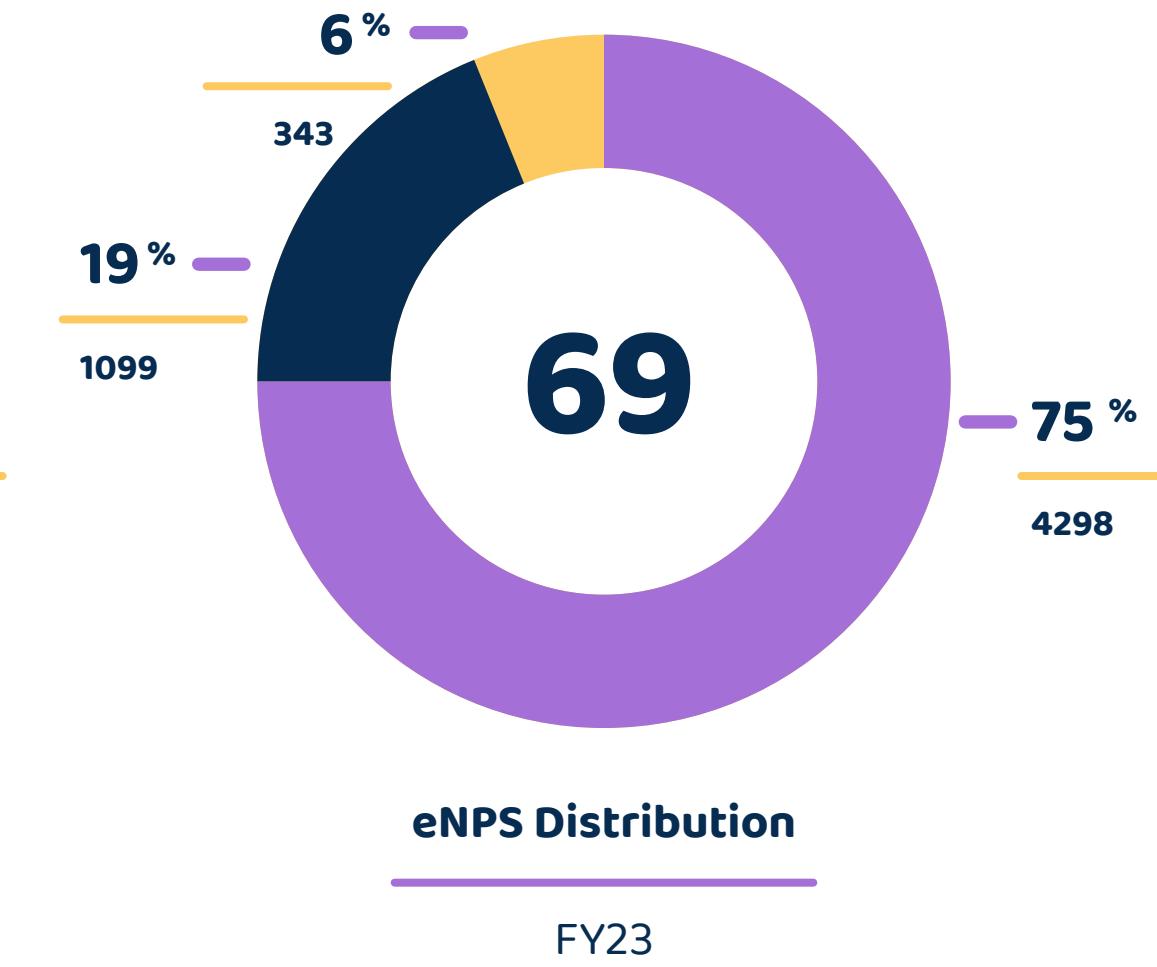
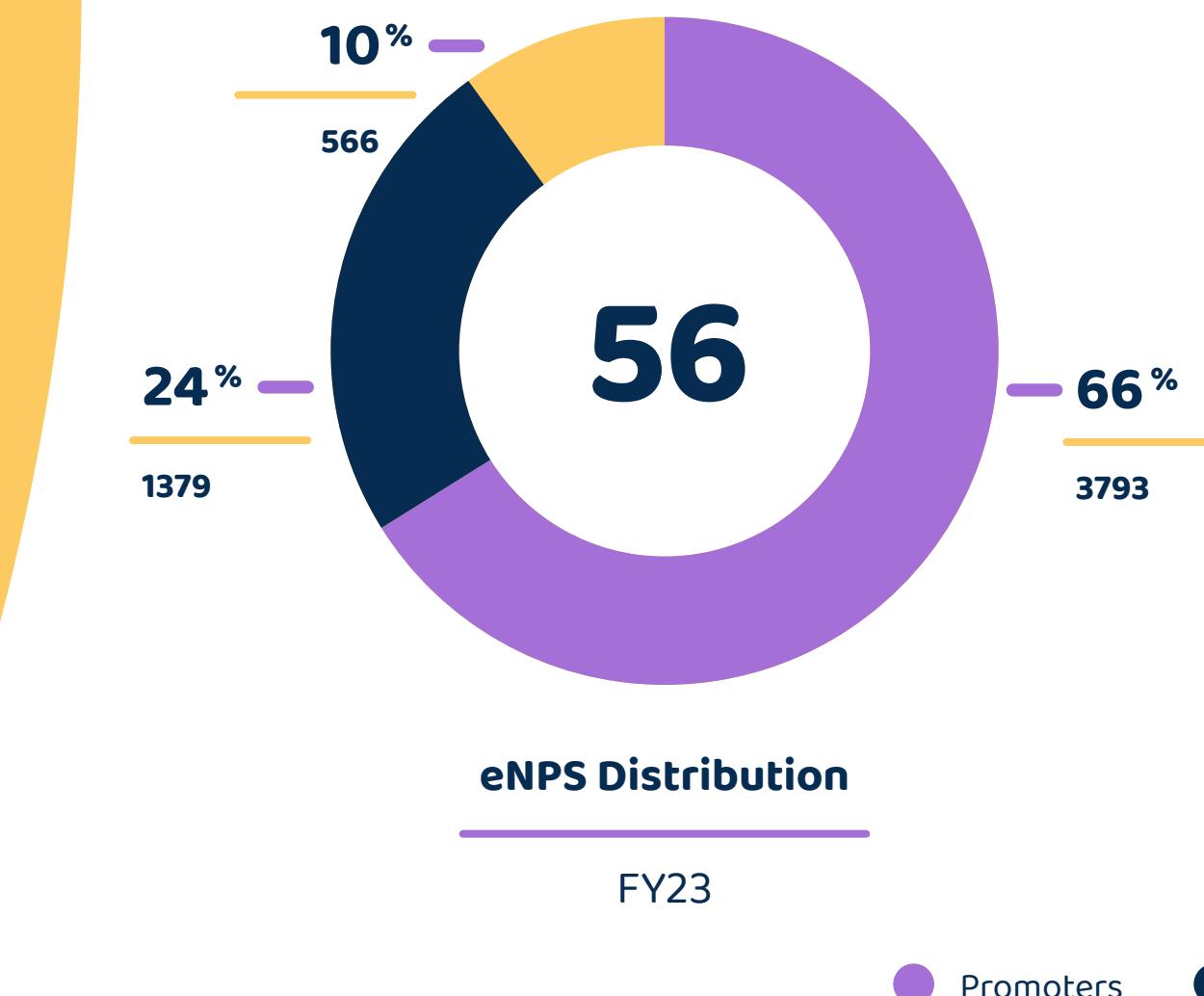
# 8.8

8.9

0.1 below True Benchmark® ↓

**Good**

In the middle range of the tech sector



90% aggregate participation rate, 7 percentage points above the Benchmark



# Employee Benefits

Our compensation and benefits programs focus on supporting the needs of our people, promoting wellbeing and engagement, and building a culture of inclusion and equity. We strive to deliver benefits that are competitive and are aimed at attracting and retaining employees. Our Global Total Rewards Survey helps us to understand what matters most to our people and to take steps to enhance our benefits packages.

## Investing in Training and Development

A key focus area in attracting and retaining employees is providing the resources they need to advance their careers and propel our business into the future. During FY23, we launched an expanded suite of learning and education programs, including:

- Career and professional development training
- Emerging leaders training and development
- Coaching sessions for individuals and managers

During FY23, there was strong participation in programs offered across the global business\*:

**6,586**

Courses were completed through LinkedIn Learning

**12,610**

Courses were completed through Aristocrat's internal learning platform

**265**

Employees enrolled with ExecOnline with 167 graduates

**>360**

Leaders completed tailored training sessions

**69**

People participated in the Individual Leadership Coaching program

**65**

People participated in peer coaching sessions

**40**

Leaders undertook Korn Ferry 360 assessments which included an executive debrief session

Almost

**25%**

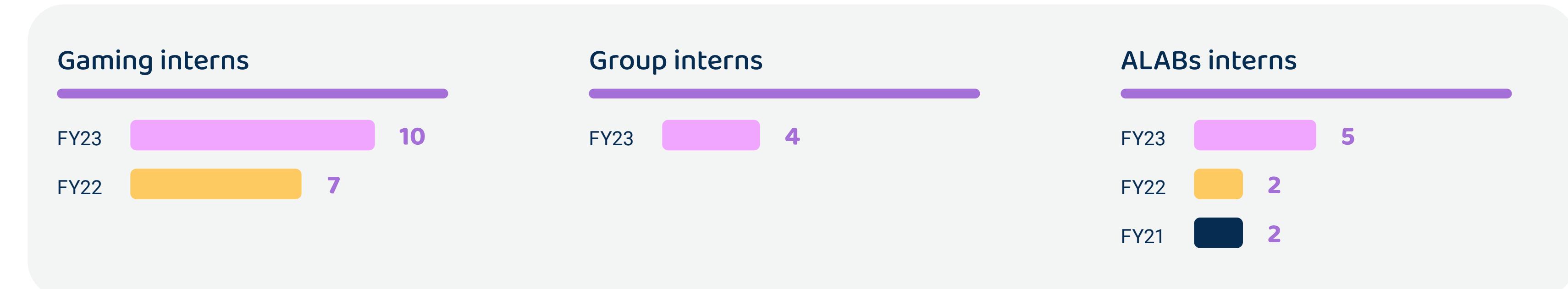
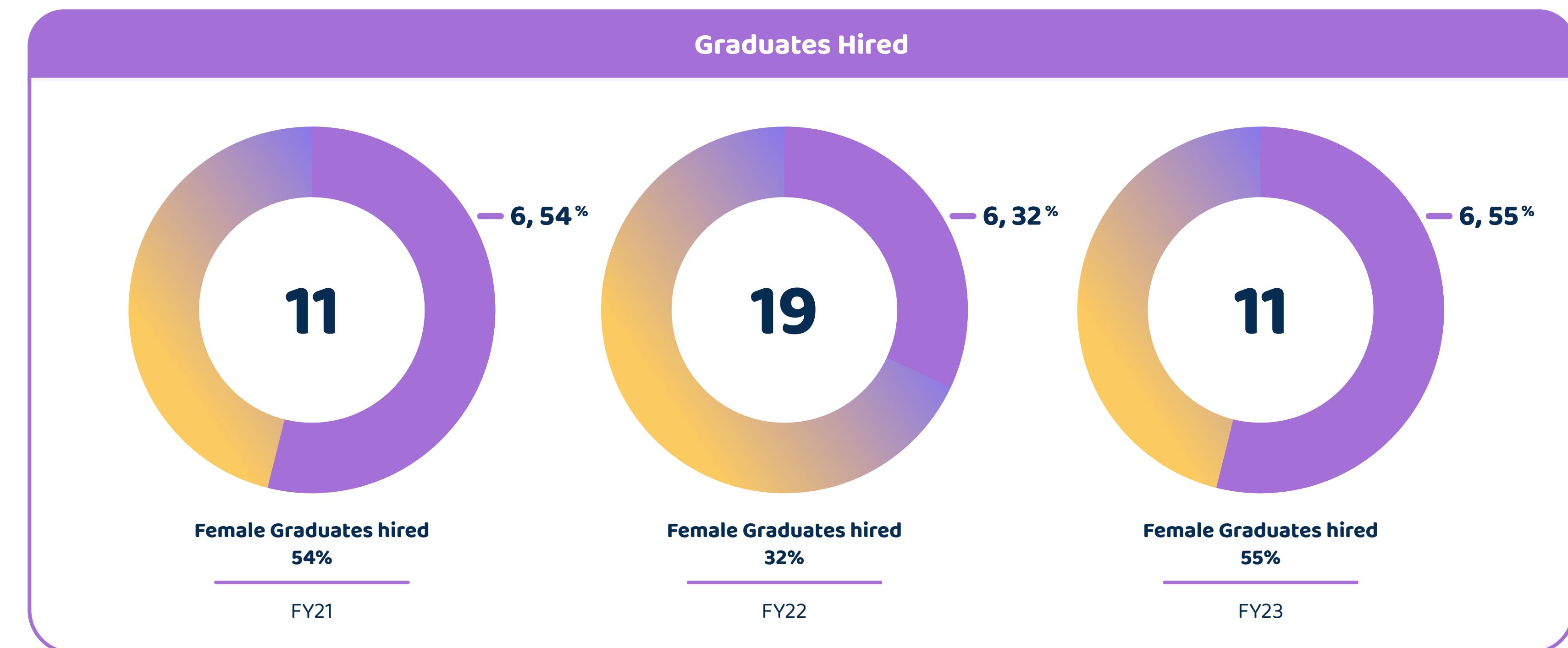
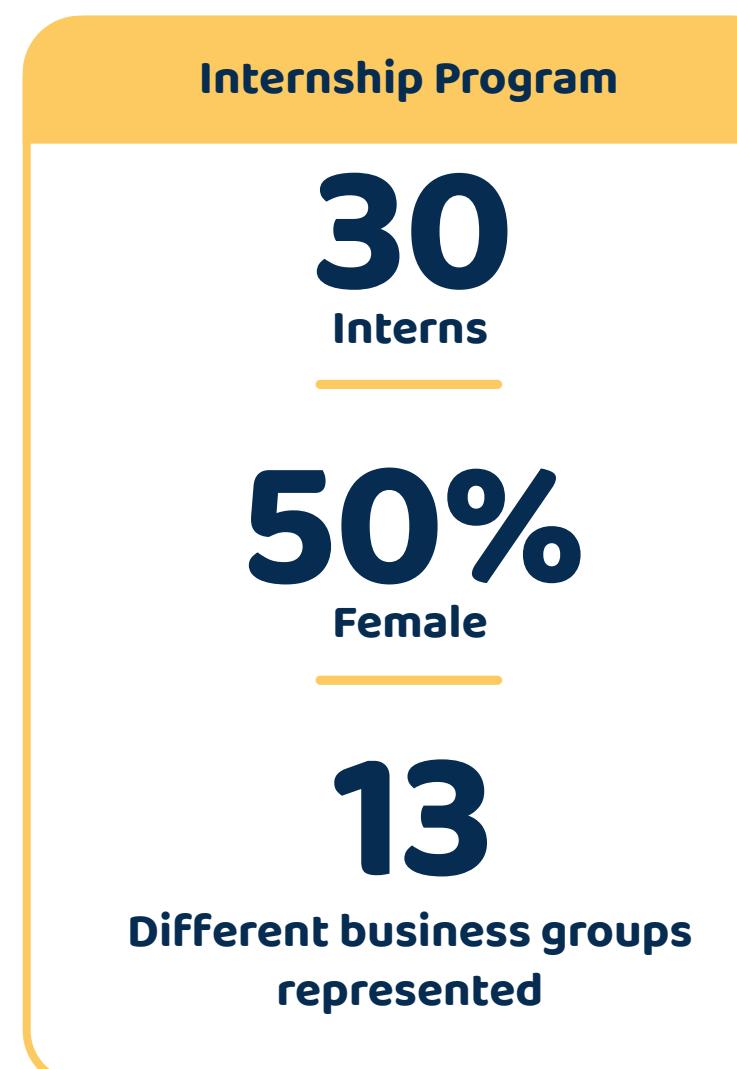
Employees are shareholders through SuperShare



# Employee Benefits

## Graduate Program

The Aristocrat Gaming Emerge Program offers three tracks: the Graduate Rotational Program, the Design & Development (D&D) Early Career Track and the Intern Track. All Intern/Graduate roles participate in networking events, off-site events, skills development, learning opportunities, and opportunities to create connections with executive leaders.



\*As at the date of these disclosures.



# Diversity & Inclusion

## SNAPSHOT

Aristocrat strives to create an environment where every person feels a sense of belonging and can thrive and contribute to their fullest. To accomplish this, we focus on recruiting, retaining and developing diverse talent with a range of backgrounds, skills and capabilities in every country in which Aristocrat operates. We also provide opportunities to think more deeply about diversity, whether in terms of gender, race, nationality, sexual orientation, age, veteran status, disability, values, beliefs or ways of working, or how a diverse and inclusive approach promotes sustainable growth, employment and decent work for all.



As a first time participant in All-Index Aristocrat received

77

This is the highest score out of 32 participating global gaming companies

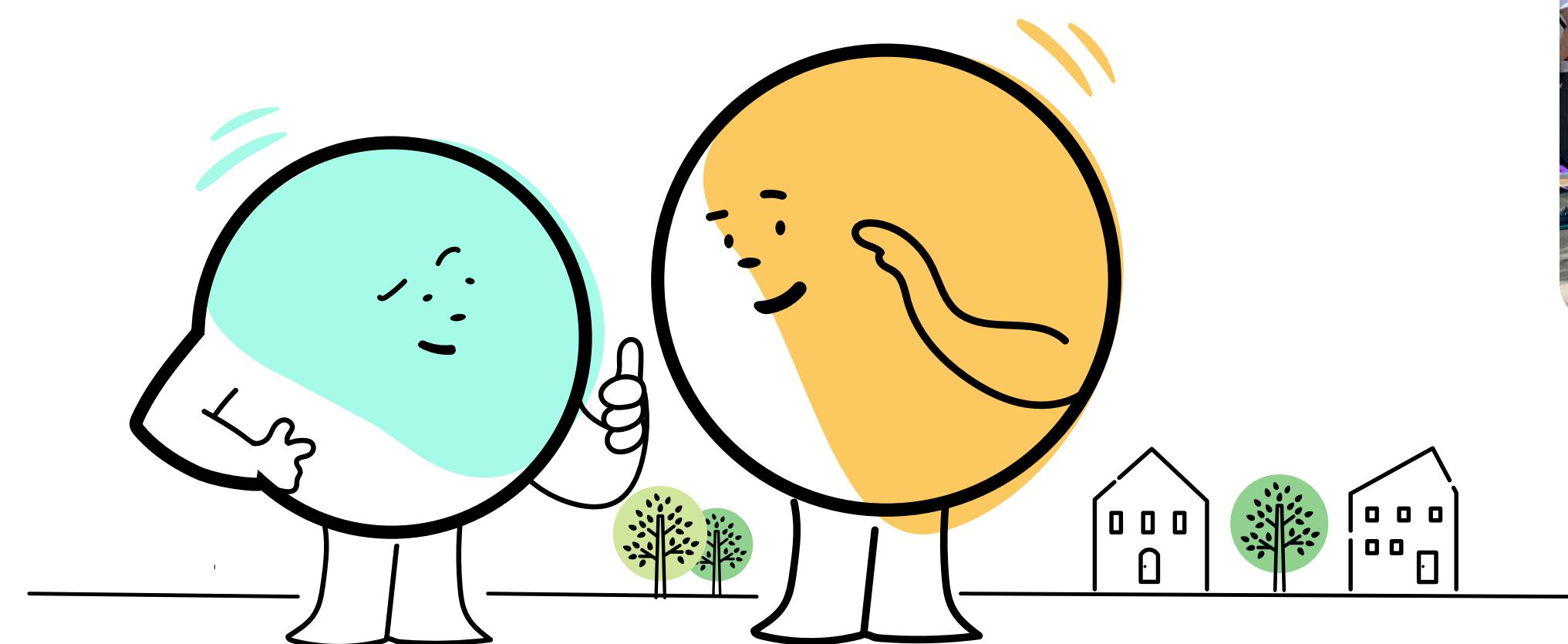
Progress on Gender Diversity →





# Diversity & Inclusion Strategy

We continue to take steps to enhance our programs for Aristocrat to deliver on our commitment to diversity and inclusion. This includes developing and implementing a global diversity and inclusion strategic framework with clear objectives, metrics, controls and accountabilities. The strategy and policies to support diversity and inclusion at Aristocrat are overseen by the Board and each ESC leader had at least one D&I key performance indicator for FY23 which they are responsible for cascading and driving the delivery of within their teams.



# Progress On 40:40 Commitment

In FY22, Aristocrat signed up to the HESTA 40:40 Vision and pledged to achieve gender balance in executive leadership by 2030. 40:40 Vision is an investor-led initiative to achieve gender balance in executive leadership across Australia's largest listed companies. It seeks to achieve gender balance - 40 per cent women, 40 per cent men and 20 per cent any gender - across the senior leadership of all ASX300 companies by 2030. By pledging our support for this initiative, Aristocrat is committing to setting public pathway targets, and being transparent in reporting progress.

**40:40**<sup>VISION</sup>

## HESTA 40:40 Targets

The composition of the board is no less than 40% of each gender\*

**44.4%**

The composition of ESC-1 and ESC-2\*\* is no less than 40% of each gender by end of FY23\*

**39.7%**

The composition of ESC is no less than 40% of each gender\*

**45.5%**

The composition of the enterprise is no less than 35% of each gender by end of FY25

**32.4%**

\* as at 30 September 2023. \*\* ESC (Executive Team)

# Gender Diversity

Aristocrat made further progress on gender diversity and equity this year, 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.

## Gender Pay Equity

Aristocrat conducts a gender pay gap analysis each year. The FY23 analysis confirmed that our current remuneration practices are resulting in an overall fair and balanced pay structure both in terms of actual remuneration outcomes and with consideration of other key remuneration practices including performance management and equity grants.

The analysis covered our four major markets of UK, US, India and Australia (encompassing approximately 75% of the employee workforce). At a macro level, identified gender pay differences (that may favour either women or men) are generally below 5%. The following actions have been identified from this year's gender pay gap analysis:

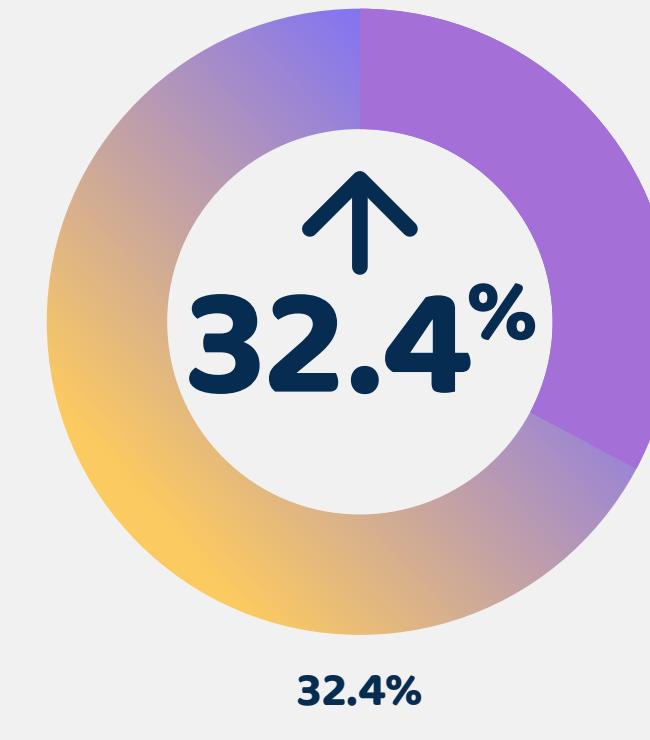
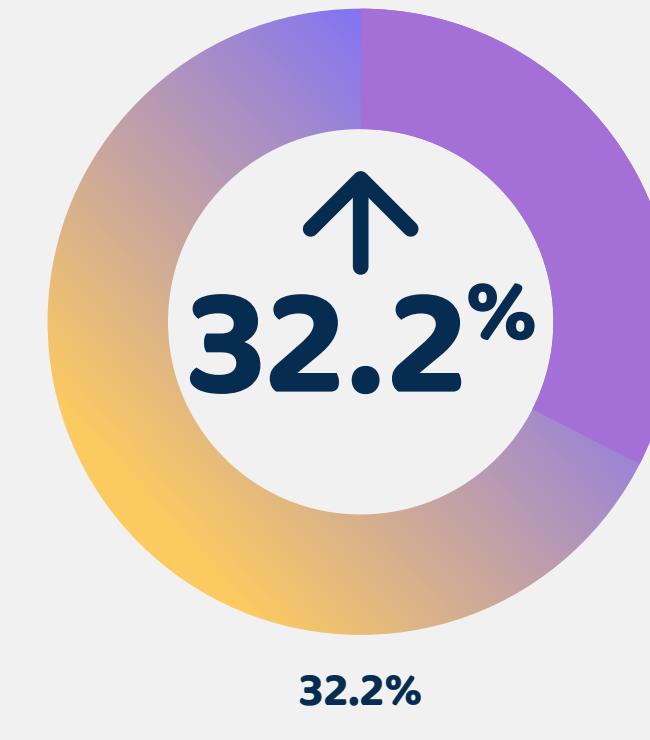
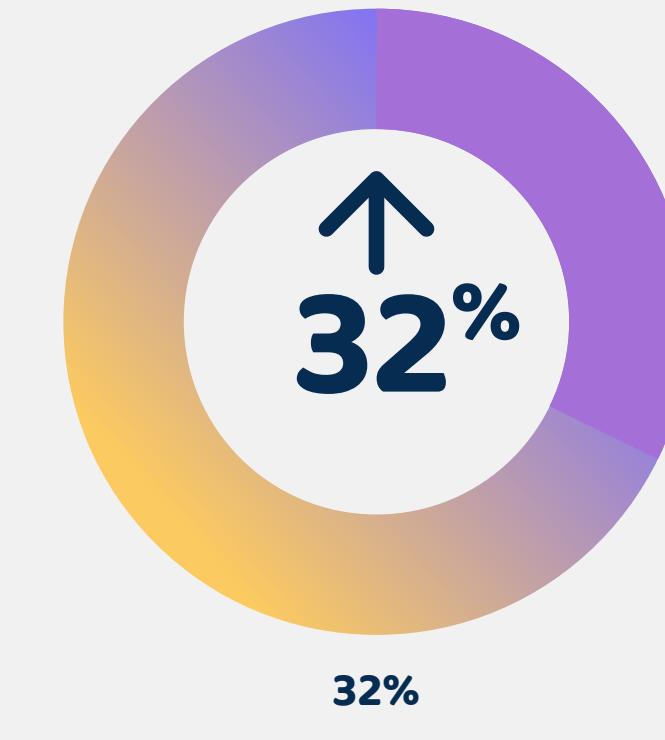
- Review of job profile alignment and re-test to see if any job profile changes have impacted the gender pay equity position.
- Introduce regular gender pay equity "audits" in addition to the gender pay equity reporting

following remuneration reviews, including after a significant restructure, organisational change or as new employees are inducted as part of a significant acquisition or integration.

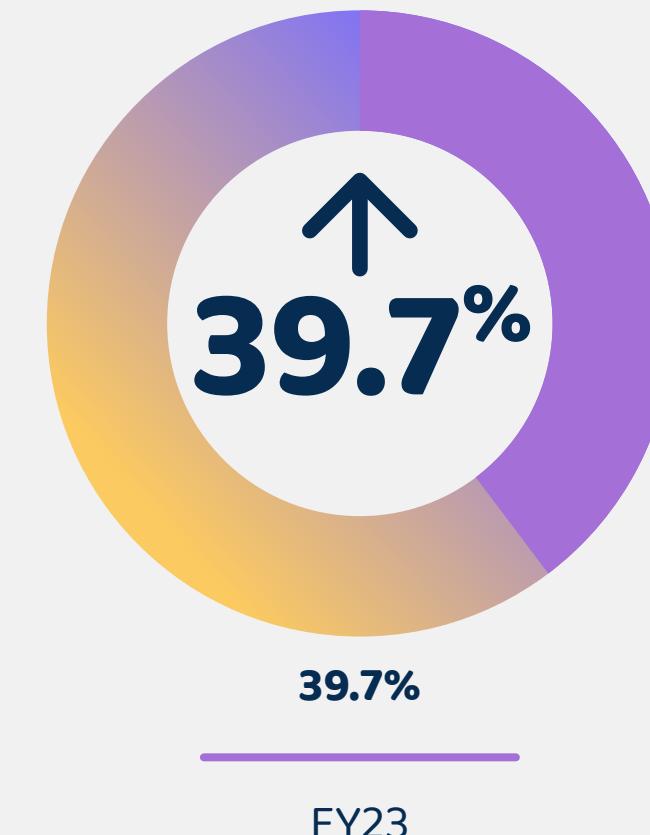
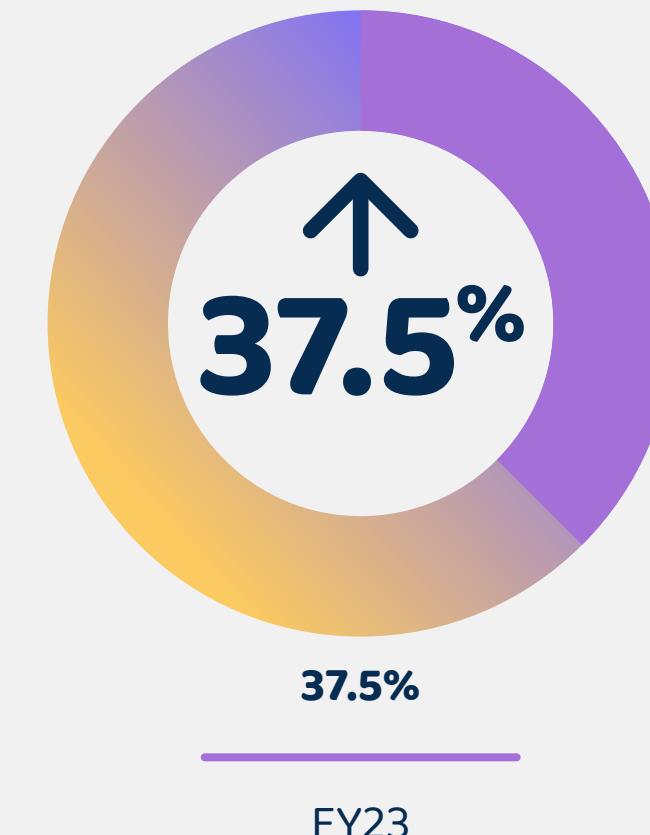
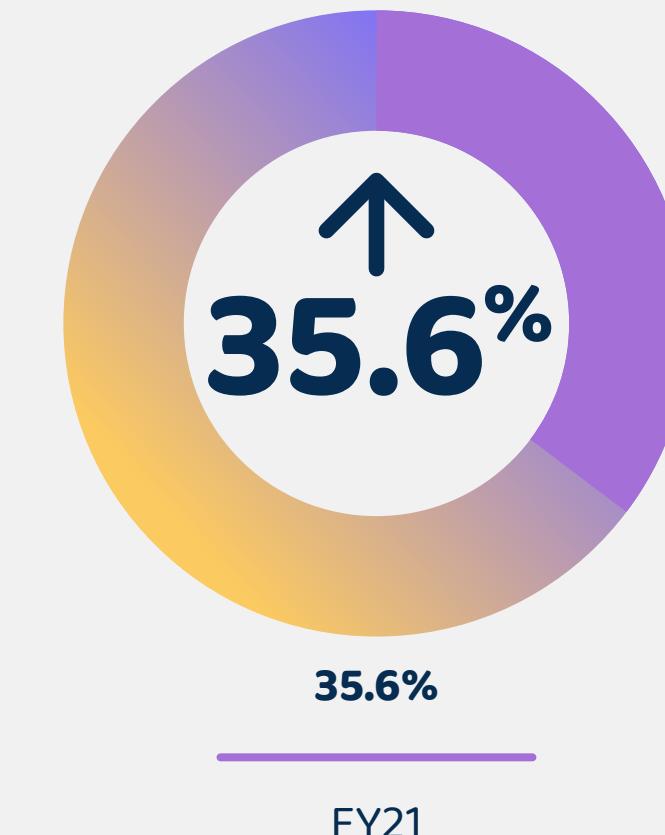
- Develop and implement training and communication material on pay parity for the People & Culture community.
- Enhance gender pay equity reporting, including in any jurisdictions where this is now a mandatory compliance requirement and where we meet reporting minimum requirements.

We recognise the broader point that increasing the representation of women, especially within particular regions and functions where they are under-represented, would also help to prevent any pay gaps emerging. Aristocrat therefore continues to focus on the hiring, development and retention of women across the organisation.

% Female representation across global enterprise



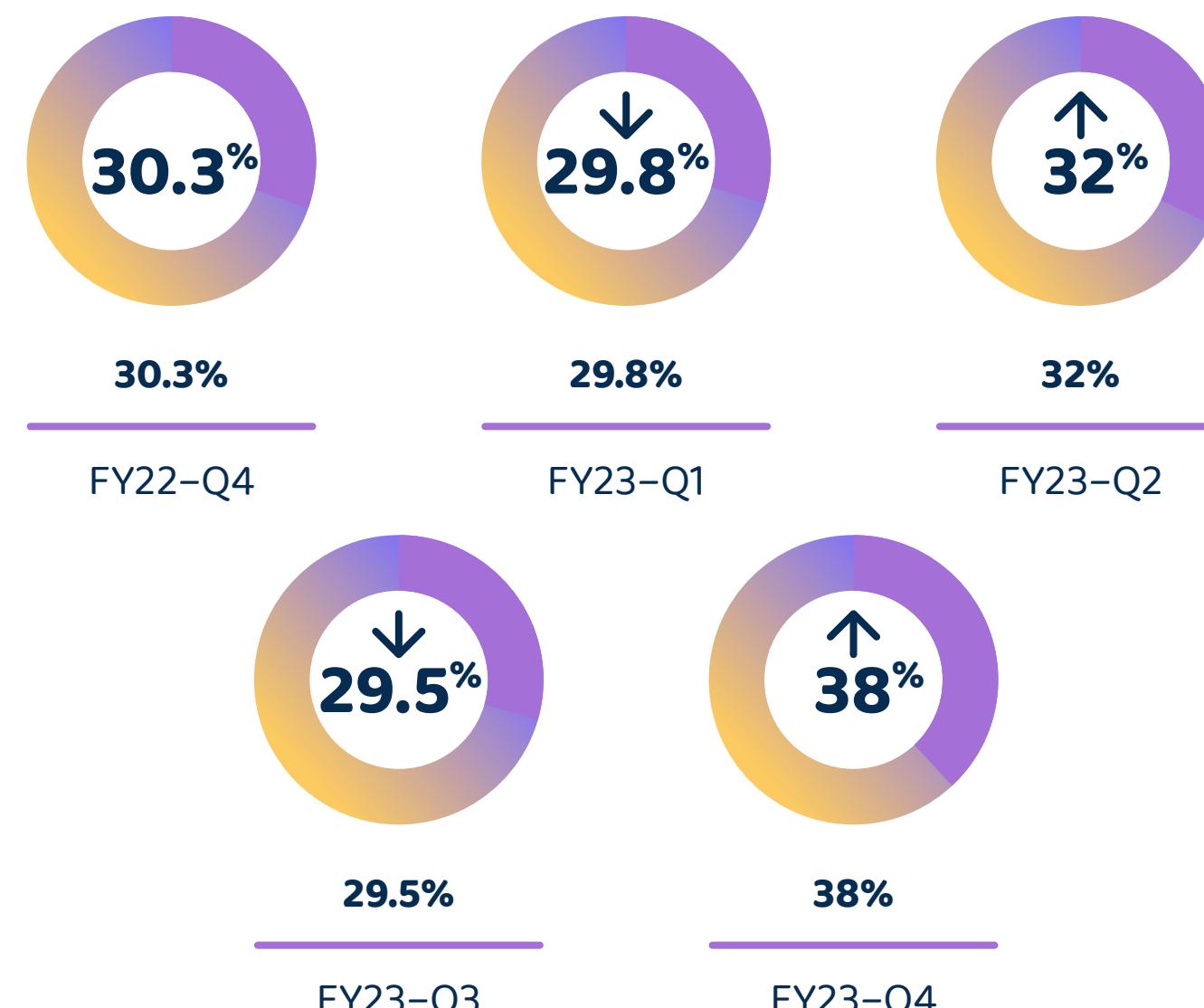
% Female representation at Executives 1 & 2 levels below CEO across global enterprise



# Gender Diversity

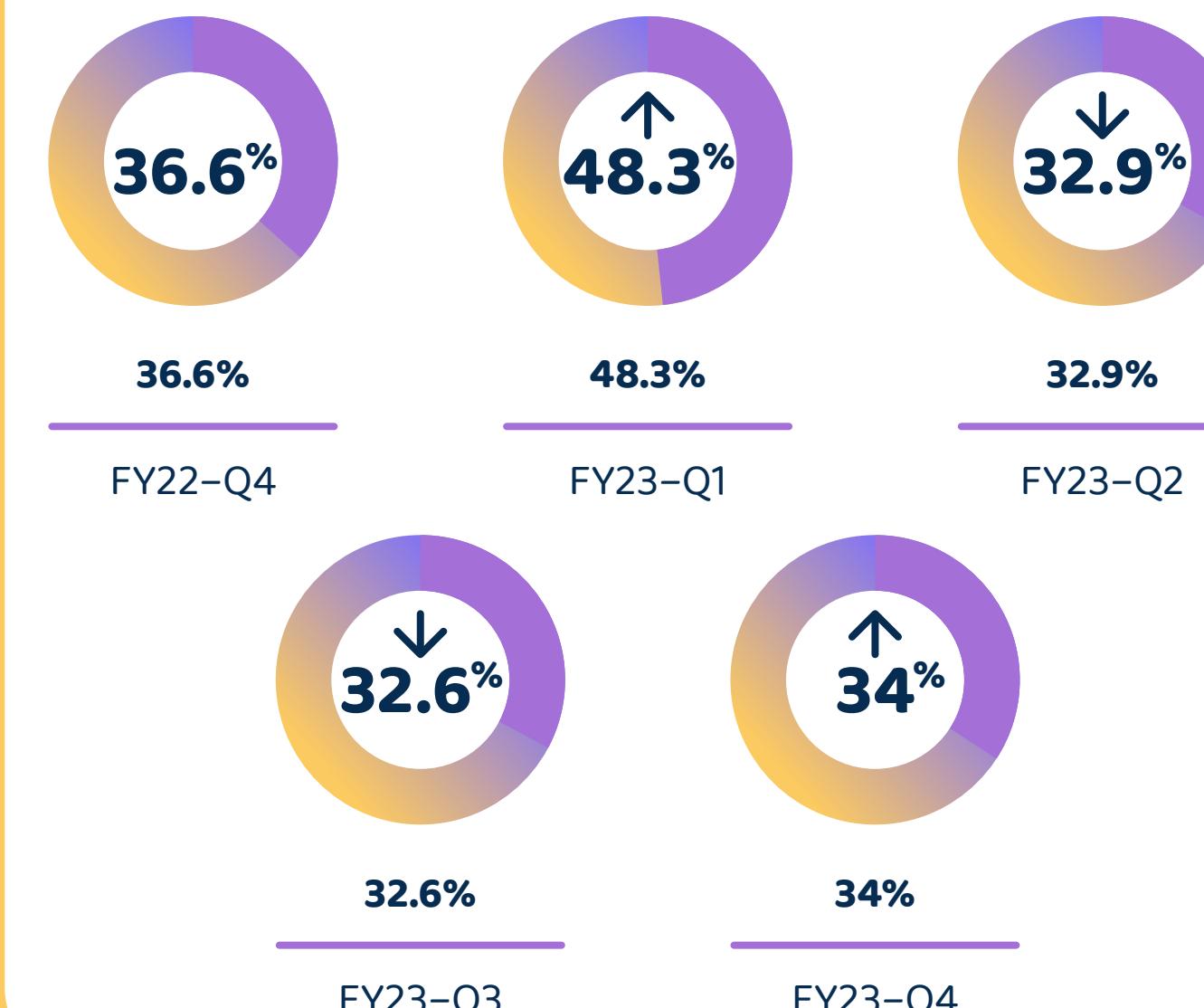
## Female External Hires

We continue to work towards increasing the proportion of female employees across the enterprise, and whilst during the last quarter we saw a significant increase in the proportion of women being hired, data from the last five quarters shows that hiring remains an area of opportunity.



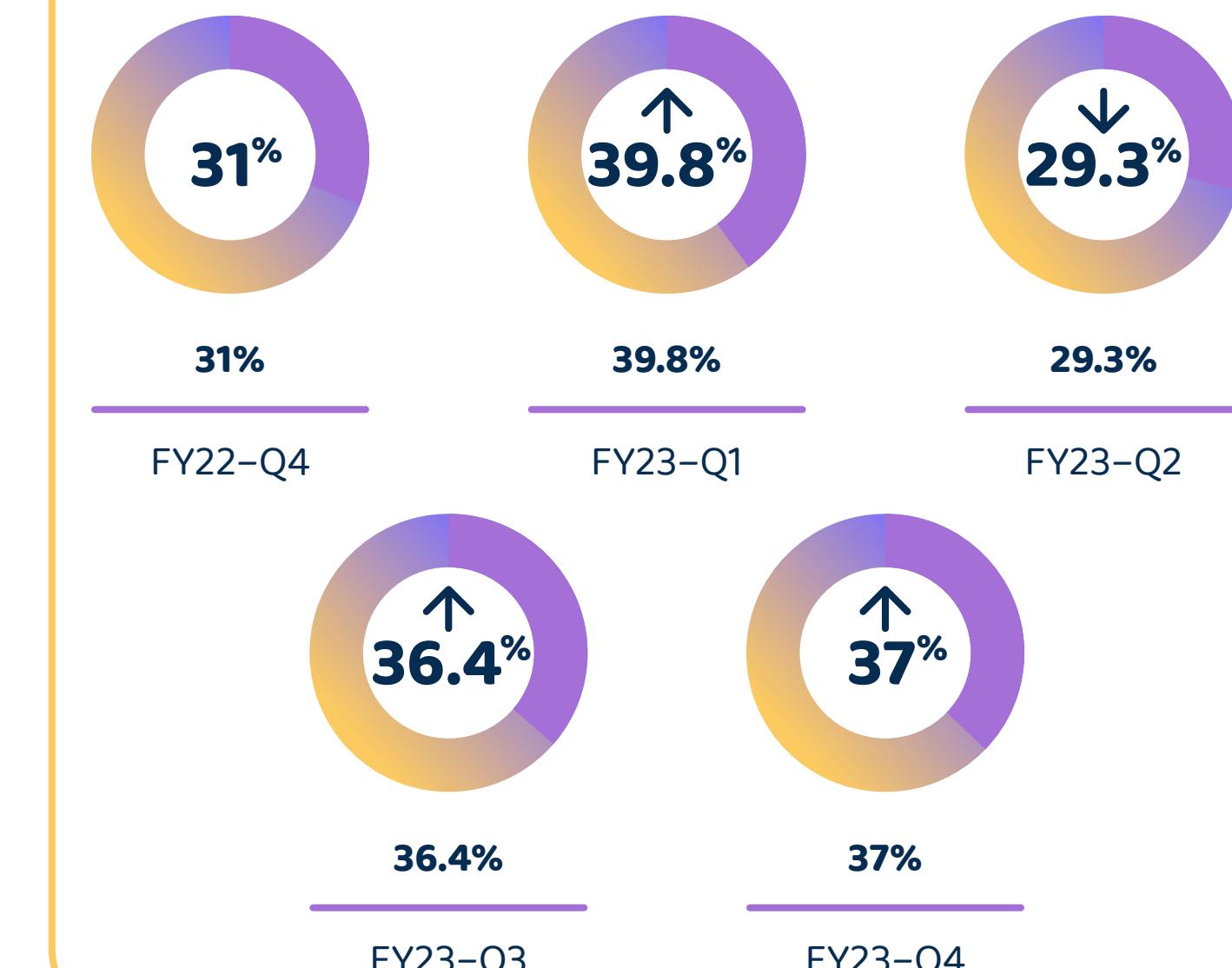
## Female Promotions

The percentage of promoted employees who are women has tracked above the percentage of female employees across the enterprise in most quarters over the last 12 months.



## Female Attrition

The proportion of exits who are female has tracked above the proportion of female employees across the enterprise in most quarters over the last 12 months. The retention of female talent is another area of opportunity for us, and initiatives and actions to retain female talent is an ongoing priority.



# Gender Diversity

## Building our candidate network

Focusing on building our network and candidate pool of female engineers and mathematicians, we attended the Grace Hopper Celebration during 2023. This event is one of the world's largest gatherings of women who work in the technology field and brings together students, professionals, researchers and leaders.



### Key areas of success in FY23

**60%**

Female representation in the US graduate program

**66%**

Female representation in the APAC graduate program

**60%**

Female representation amongst intern roles

**11**

women hired into the Women in Field Services program, surpassing the initial goal of **6 women**

Through our partnership with WeQual, ten of our female top talent in Gaming participated in the WeQual Global Membership Program, which provides a global network for women leaders to connect, share best practice and learn from one another.

#### Talent acquisition:

- During FY23, we developed a Global Talent Advisor Training Program to drive a new internal recruiting culture focused on diversity as an embedded part of our process.
- In early FY24, we will launch training to help us optimise the hiring process for speed, quality, and diversity.

Whilst we are pleased with our progress in FY23, we are very focused on our improvement opportunities.

#### Initiatives focused on attracting, developing and retaining women rolled out in FY23 included:

**Ready to Rise**

**Work180 platform and partnership**

(this partnership will be expanded to the US in 2024)

**Global Gaming Women partnership**

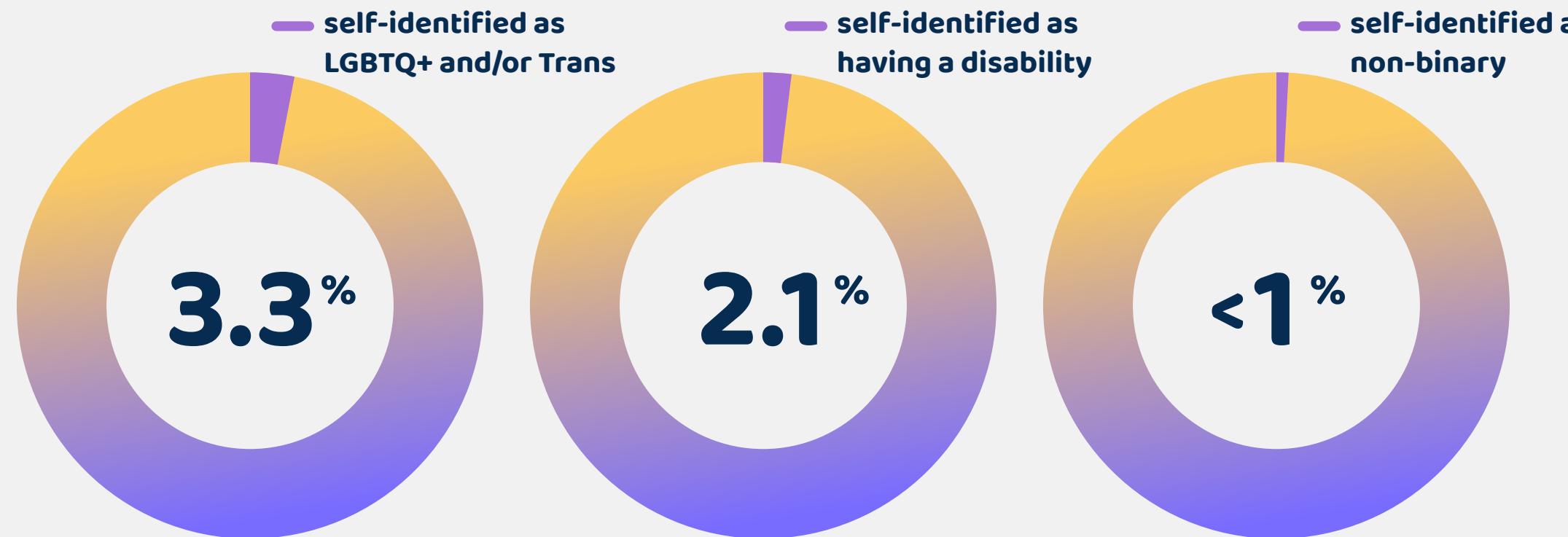
**Aristocrat Families Hub**

# Beyond Gender Diversity

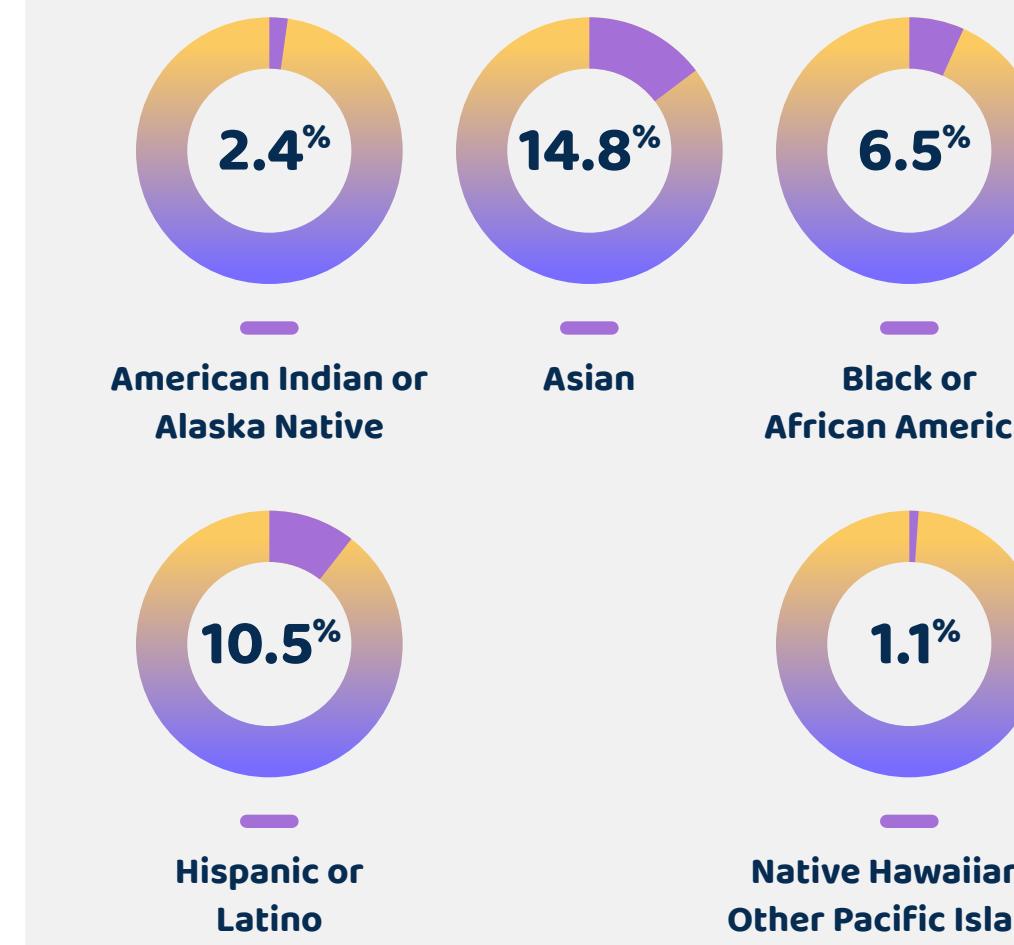
In FY23, Aristocrat continued to broaden our D&I focus beyond gender. We added new demographic fields in our human resource information system on race/ethnicity, LGBTQ+ identity and disability status, allowing eligible employees to voluntarily share more information about themselves.

Collecting a broader range of diversity information gives us a better understanding of our workforce and what's working well for our people and where there's more work to do.

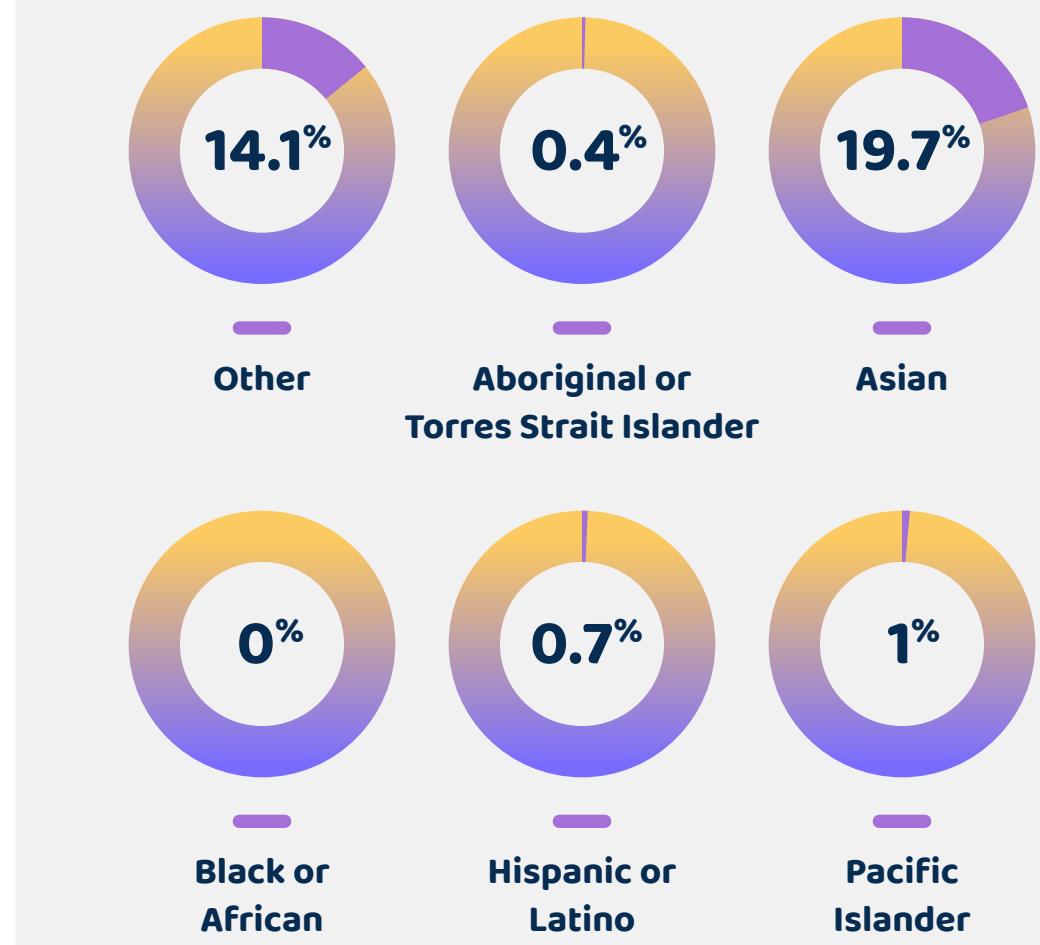
## Of eligible employees globally\*, we see that:



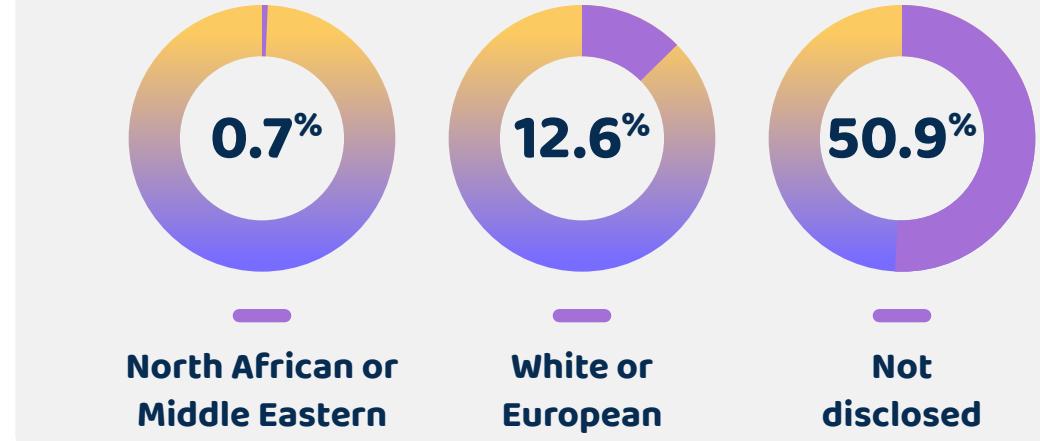
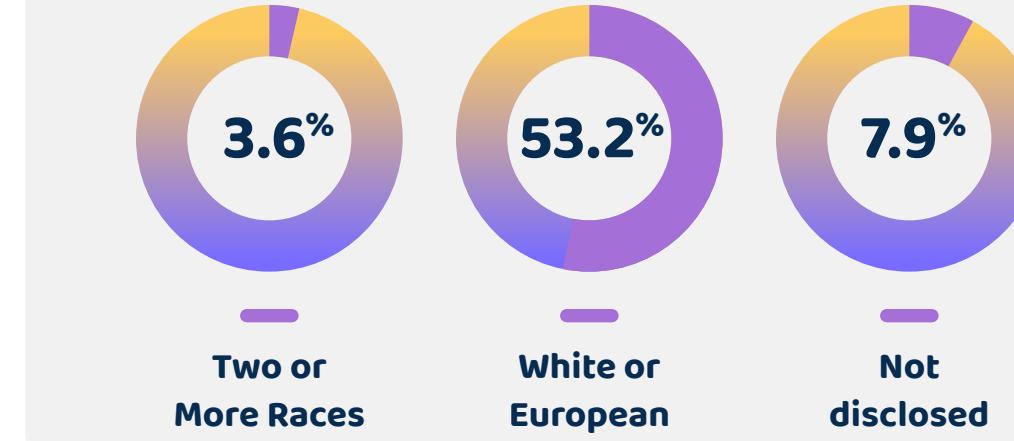
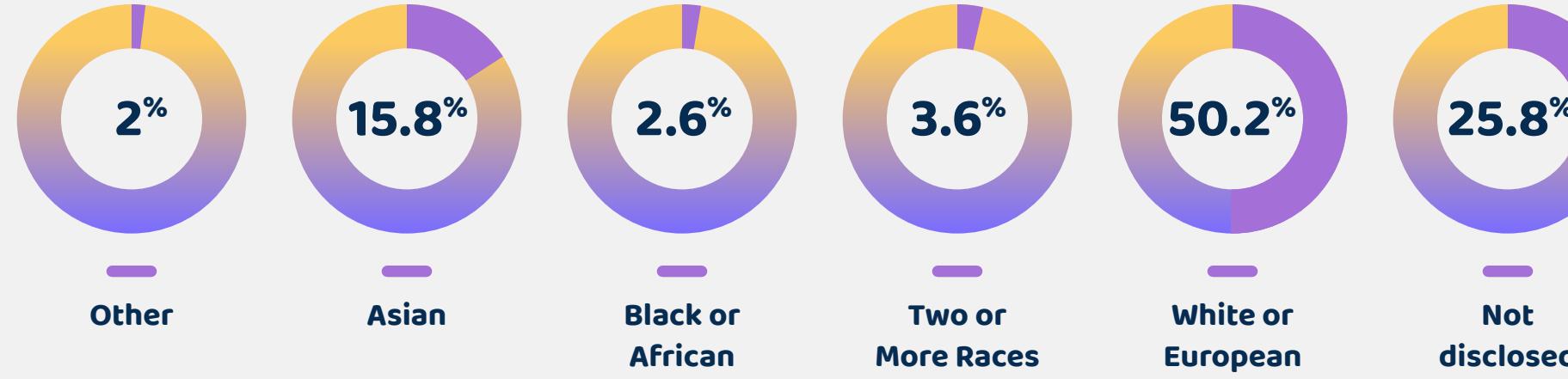
## Workforce Representation by Race/Ethnicity\* – US



## Workforce Representation by Race/Ethnicity\* – APAC (including India)



## Workforce Representation by Race/Ethnicity\* – Europe, Middle East and Africa (EMEA)



\*as at 30 September 2023

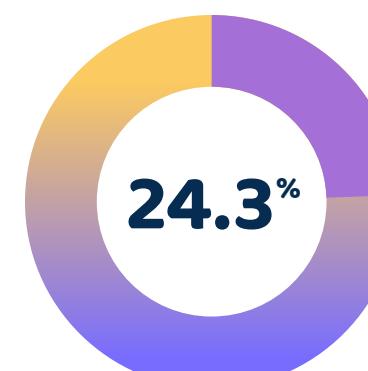
# Workplace Gender Equality Agency (WGEA) FY22-FY23 Report Highlights

## Gender Pay Gap

Given the current composition of roles held by women across Aristocrat in Australia, women were paid marginally higher on average than men based on FY23 data. This compares to a national pay gap in favour of men in Australia across all industries.

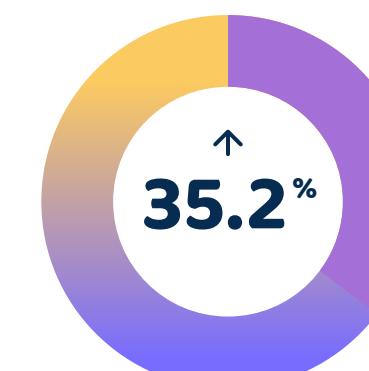
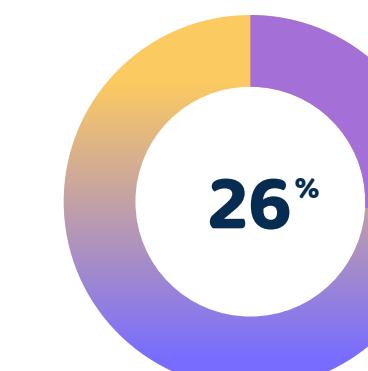
### Gender Composition

An increase in overall female representation across Aristocrat in Australia (25.8% this reporting period compared to 24.3% last reporting period).



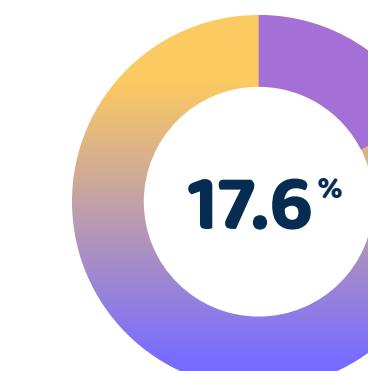
### Promotions

An increase in the proportion of women promoted across Aristocrat in Australia in this period (35.2% this period compared to 26% last period).

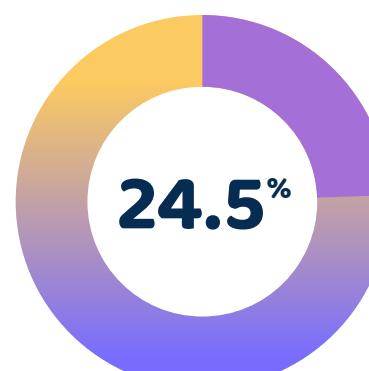


### Appointments

An increase in proportion of women internally appointed this period (26.5% this period compared to 17.6% last period).



An increase in proportion of women externally appointed this period (33.8% this period compared to 24.5% last period).



FY22-23 Activities that have supported the above positive outcomes:

- APAC D&I Council Action Plan
- Aristocrat Families Hub and provision of support resources for families, parents and carers
- Ready to Rise – Global Women & Allies Career Development Program
- 2 x gender-based Employee Impact Groups
- Women in Field Service Program

Actions that we'll continue to take to address gaps:

- Further embedding Inclusive Hiring Practices
- Global Gaming Women partnership in ANZ
- Work180 job platform that connects job seekers with companies that prioritise D&I (vetting process to ensure we meet the platform's standards for D&I)



# External Benchmarking

During this reporting year, Aristocrat participated in external benchmarking to help us understand and monitor diversity and inclusion practices, both amongst other participating organisations and across different regions and sectors. The indices and assessments that we participated in, along with the results and status, are set out below.

- All-Index (All-In Diversity Project): The All-Index is an annual survey that measures diversity, inclusion and belonging practices across participating organisations.
- DEI Assessment (Work180): This assessment highlights organisations' gaps and strengths across ten key standards driving gender equity in Australian workplaces. Aristocrat scored 62%, which places us within the top 16% of organisations that have participated in this assessment. Following the successful pilot in Australia, we are expanding the assessment to our US business in 2024.

- Corporate Equality Index (Human Rights Campaign Foundation): Launched more than 20 years ago, the Corporate Equality Index has become a leading benchmarking tool for US businesses in the evolving field of lesbian, gay, bisexual and transgender equality in the workplace. Results will be made available to participating organisations in November 2023.

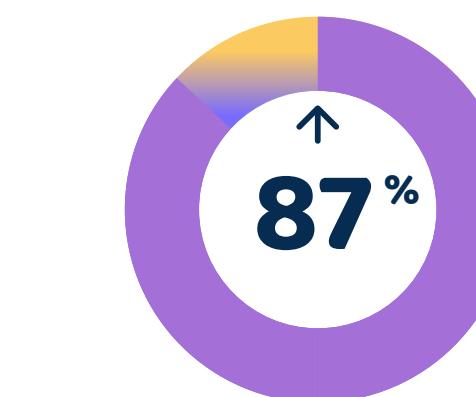
This year we also participated in the Australian Workplace Equality Index (AWEI) Employee Survey. This is an Australian national benchmarking study that assesses and benchmarks progress in the area of inclusion of people with diverse sexualities and genders, across Australia. 87% of Aristocrat respondents agreed that it is important that Aristocrat is active in organisational inclusion (compared to national AWEI benchmark of 89%), and 92% felt safe and included within their immediate team (compared to 90% national AWEI benchmark).

**As a first time participant in All-Index™ diversity survey Aristocrat received  
77**  
This is the highest score out of 32 participating global gaming companies

1	Aristocrat	77
2	Betsson	76
3	Kindred & IGT	74
4	Flutter (UK/Eire)	68
5	Entain	66
6	Light & Wonder	63
7	SIS	59
8	Raketech	58
9	Playtech	56
10	Lottoland	54

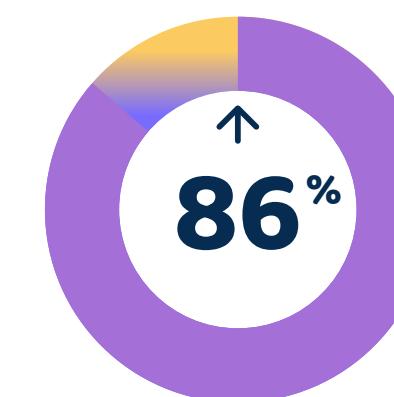
## Respondent Statistics based on 137 responses

(Aristocrat Employees based in Australia)



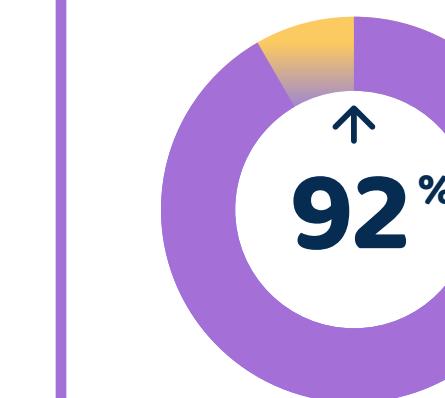
Aristocrat respondents agree that it is important that Aristocrat is active in organisational inclusion

(compared to 89% national AWEI benchmark)



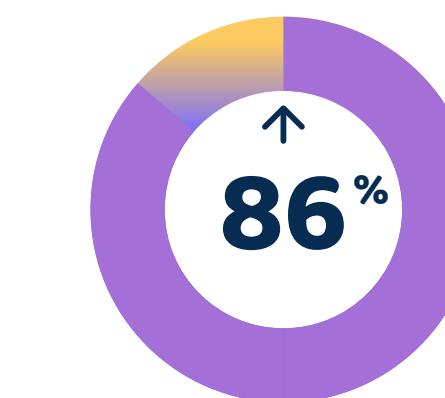
Agree that Aristocrat is genuinely committed to LGBTQ+ diversity and inclusion

(compared to 85% national AWEI benchmark)



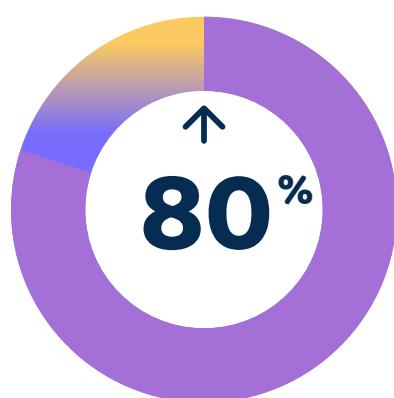
Feel safe and included within their immediate team

(compared to 90% national AWEI benchmark)



Agree that they can be themselves at work

(compared to 82% national AWEI benchmark)



Agree that they feel a sense of belonging

(compared to 76% national AWEI benchmark)

# Diversity & Inclusion Programs

## Indigenous Recognition Working Group

The Indigenous Recognition Working Group (IRWG), an employee-driven initiative, was established in the Australian business during FY23. Its purpose is to identify, enhance and support opportunities for Indigenous engagement at Aristocrat, including developing, leading and embedding reconciliation actions in Australia.

During the year, members of the Working Group attended the First Nations Leadership and Employment Summit in Brisbane which provided an opportunity to network with people and organisations and to gain insight into impact areas that can help to inform Aristocrat's strategy and approach. The Working Group also consulted with a range of stakeholders on the Voice referendum. Having regard to the diversity of sincerely and deeply held views among Indigenous employees and communities, the Working Group recommended that the company develop a dedicated resource hub to curate information about the Voice for employees' reference and learning.

The Working Group has and will continue to prioritise reconciliation actions in line with its purpose.

### Celebrating NAIDOC Week

The launch of the Working Group was held during NAIDOC Week and was celebrated with a number of cultural awareness events for our employees, one of which was the unveiling of an artwork commissioned by Aristocrat and painted by Nichelle Nolan, a talented illustrator at Aristocrat and a proud Wiradjuri/Kamilaroi woman. The painting, "Songlines", represents Aristocrat's global connectedness and support of Indigenous recognition and reconciliation.

Watch Video Now



### Featuring Nichelle Nolan

Nichelle Nolan, a games illustrator at Aristocrat since 2016, hails from a lineage of esteemed Indigenous artists rooted in Wiradjuri and Kamilaroi cultures. 'Songlines', her captivating triptych, symbolises the confluence of past, present, and shared journeys—a unique celebration of culture and diversity that stitches together the vast expanse of Australia and symbolises Aristocrat's worldwide interconnectedness.





# Diversity & Inclusion Programs

## Employee Impact Groups

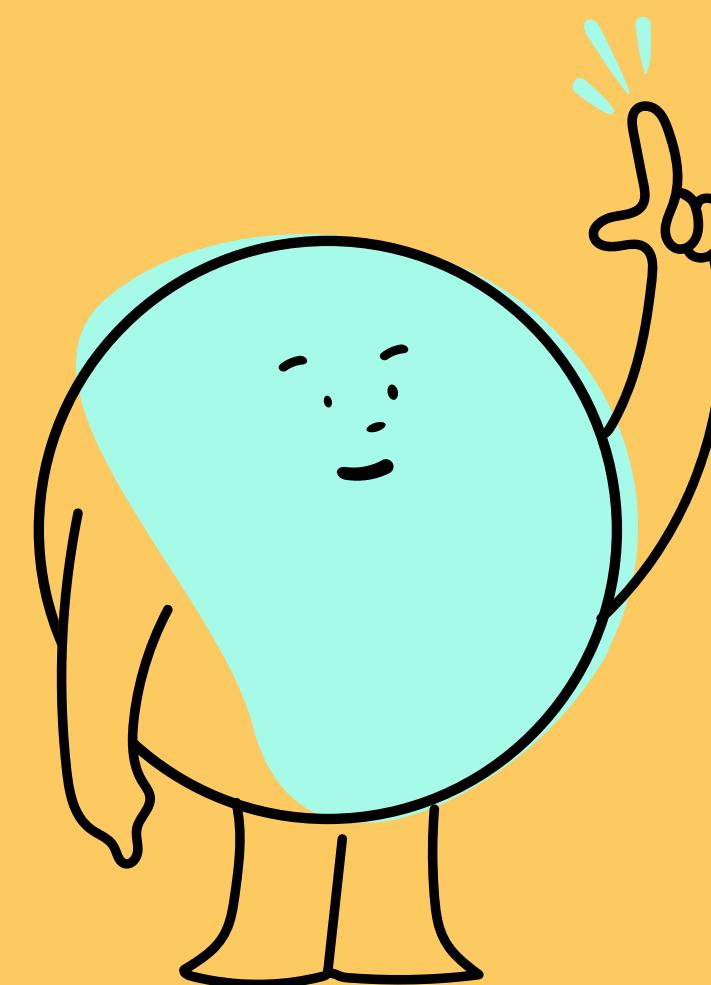
Employee Impact Groups (EIGs) are an important part of how Aristocrat engaged employees and encourages a culture of respect, diversity and inclusion. Our EIGs are inclusive groups that enable employees to share ideas, grow professionally and connect with colleagues who have similar interests. We currently have four EIG pillars under which 28 chapters have been established by our people globally.

**Our Las Vegas EPIC LGBTQ+ EIG were thrilled to receive The President's Award for their first ever parade float showcased during the Las Vegas Pride Parade.**



EIGs take responsibility for the execution of cultural celebrations and awareness at the company, which have in FY23 included events such as the Black History Trivia tournament hosted by GAMER, Cinco de Mayo celebration by HOLA, a variety of celebrations across the globe by PRISM, FLY, True Colors, and EPIC for Pride month, and a broad range of activities for Women's History Month by our women-focused EIGs. Our Women in Games EIG has partnered with the Girls Who Code organisation to provide guidance and mentorship to Girls Who Code members and has also hosted several development opportunities for its members. Other activities by EIG chapters include supporting local communities with service-related activities and promoting awareness for various causes by hosting company-wide presentations and panel discussions with industry leaders.

**Aristocrat India was recognised in India's Top 25 Best Workplaces in Diversity, Equity, Inclusion and Belonging 2023 as part of the Great Place to Work assessment. The team was recognised for inspiring trust, instilling pride, creating an environment that promotes camaraderie, and delivering a great workplace experience for all employees.**

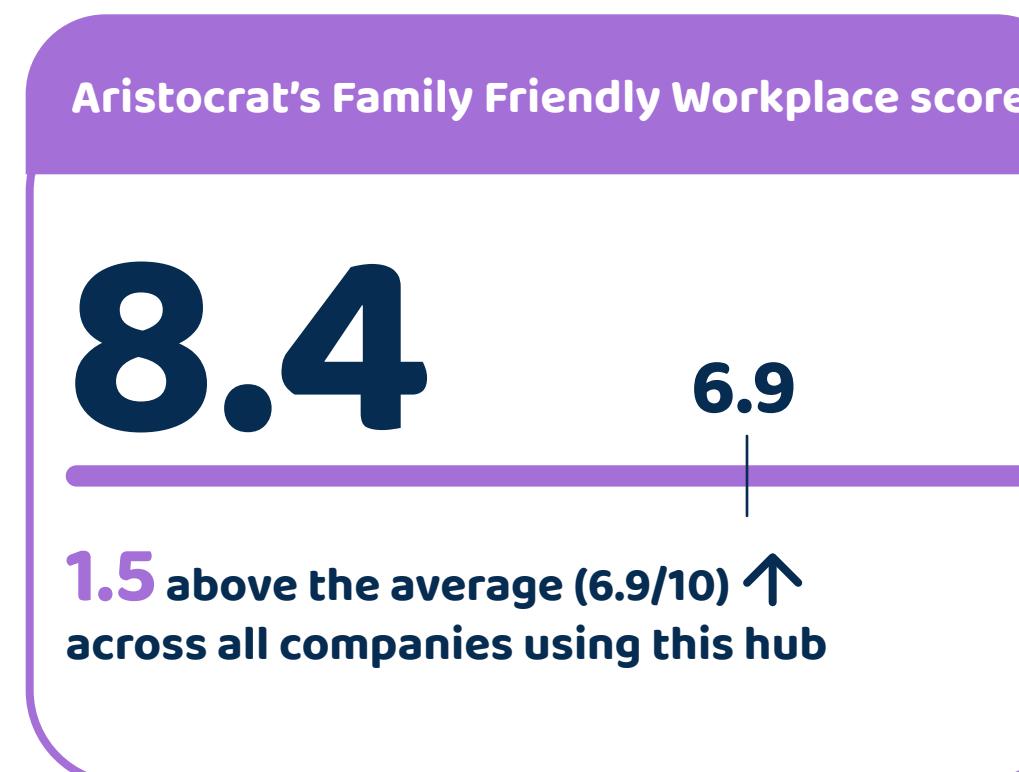




# Diversity & Inclusion Programs

## Aristocrat Families Hub

Creating a culture of support for working families enables gender equality and positively impacts the experience for parents and carers at work. Recognising this, the Aristocrat Families Hub is available to all employees. The online hub offers a range of resources for managers of team members with caring responsibilities.



## Diversity & Inclusion Partnerships

Girls Who Code is an international non-profit organisation dedicated to increasing representation of women in the world of computer science. Big Fish Games, part of Pixel United, is proud of its partnership with Girls Who Code through the Women in Games EIG initiative whose aim is to close the gender gap. At the Hiring Summit organised by Girls Who Code this year, Big Fish Games was delighted to engage with 300 participants in attendance.



## Ready to Rise

Ready to Rise is Aristocrat's 12-month career development program for women and their allies. It aims to promote development equity, provide female employees with access to career-enhancing learning and development opportunities and foster cross-functional connections. Male employees who want to champion women's development and gender equality are welcome to participate. The curated learning experiences include self-paced online learning, group learning, reverse mentoring, coaching and self-awareness building through strengths identification and workshops. The program provides individuals with the structure and autonomy to advance their own unique career goals and helps build a diverse leadership pipeline.

## Aristocrat Together

Aristocrat Together, our annual D&I Summit, provides all employees across the globe with the opportunity to participate and engage in D&I learning across a variety of D&I topics. In FY23, more than 1,000 employees tuned in for the opening session and this was followed by strong engagement over the week-long, hybrid event that enabled employees to participate both in-person across our various offices globally, and virtually.



**Product Madness, part of Pixel United, was honoured to become a Corporate Ambassador for Women in Gaming.**

**"Equality is one of our core values at Product Madness, and we know that our growth and success would not have been possible without the many talented and diverse women who we are proud to call our colleagues and friends."**

**- Tali Tzukerman, Product Director, Product Madness**



# Diversity & Inclusion Programs



## LGBTQ+ Awareness Training

As part of our membership of Pride in Diversity employees have access to a range of live, facilitated LGBTQ+ inclusion training. In celebration of Wear it Purple Day in August 2023, an LGBTQ+ Awareness session was offered to all employees. This session provided participants with an overall understanding of why LGBTQ+ workplace inclusion is important to an organisation, explored challenges often faced by LGBTQ+ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

### Parents at Work

Parents At Work is a membership-based organisation providing Employee Benefits in the form of work and family education and policy advisory services. The membership of Parents at Work is made up of organisations committed to being an employer of choice for families. As a social enterprise, they partner with UNICEF and other human rights agencies to improve gender equality and work life wellbeing outcomes.

### Pride in Diversity

Pride in Diversity is an Australian not-for-profit employer support program for LGBTQ+ workplace inclusion specialising in HR, organisational change and workplace diversity. Pride in Diversity publishes the Australian Workplace Equality Index (AWEI), Australia's national benchmarking instrument for LGBTQ+ workplace inclusion from which Top Employers for LGBTQ+ people is determined.



## Aristocrat is proud to partner with the following organisations to help achieve our D&I objectives

### Work180

WORK180 is a global job platform for female job seekers to find work with pre-screened employers with a proven commitment to creating inclusive workplaces. This means WORK180 only lists jobs from businesses that are pre-screened against a set of criteria, including pay equity, flexible working, women in leadership and paid parental leave. Aristocrat is a Work180 Endorsed Employer for Women, meaning we meet minimum criteria around gender equality practices.



### Global Gaming Women

Global Gaming Women (GGW) is a charitable organisation that supports, inspires and influences the development of women in the gaming industry by offering a variety of tools and resources to help them gain insight, education and connected needed to succeed in the industry. Aristocrat has been a sponsor of GGW for several years. This year, GGW hosted several leadership development conferences in both Las Vegas and Tulsa, Oklahoma designed to give women in gaming tools to grow in their career through emotional intelligence and other skills. GGW also produces monthly webinars on a variety of topics, including Counteracting Impostor Syndrome, Networking Skills and Strategy, Wellness, and Resilience.



# Supplier Diversity Program

Diversity and inclusion is promoted across our entire value chain, including working closely with our suppliers and associations to advance positive and sustainable impact in diverse communities. Aristocrat recognises the benefits of supplier diversity, including enhancement of supply chain efficiencies and revenue growth, as well as providing Aristocrat with a significant position of strength and competitive advantage.

## The program objectives

- 1** Actively seeking certified diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy
- 2** Developing certified diverse suppliers to achieve successful supplier relationships
- 3** Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement processes
- 4** Providing focus on delivery as a competitive asset in a performance-based business environment
- 5** Monitoring program effectiveness and improving over time
- 6** Focusing our efforts on critical business needs represented by customer requirements
- 7** Measuring our success based upon our ability to attain and exceed these objectives

In the US, we have continued to partner with the Western Regional Minority Supplier Development Council (WRMSDC) to support development of our program and to increase access to certified Minority Business Enterprises (MBEs). In FY23 we achieved improvement in the percentage of diverse suppliers across our value chain and will continue to focus on this going forward.

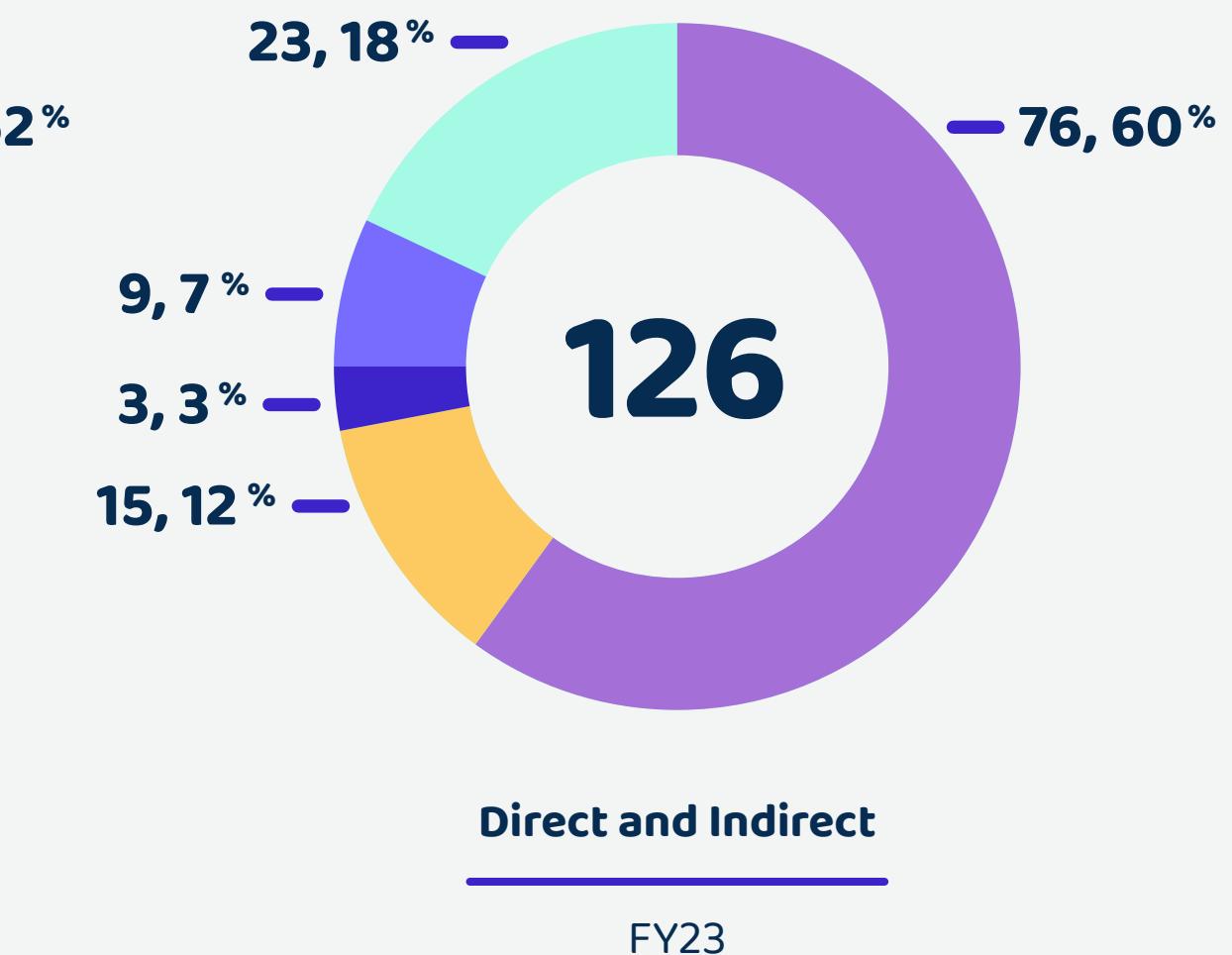
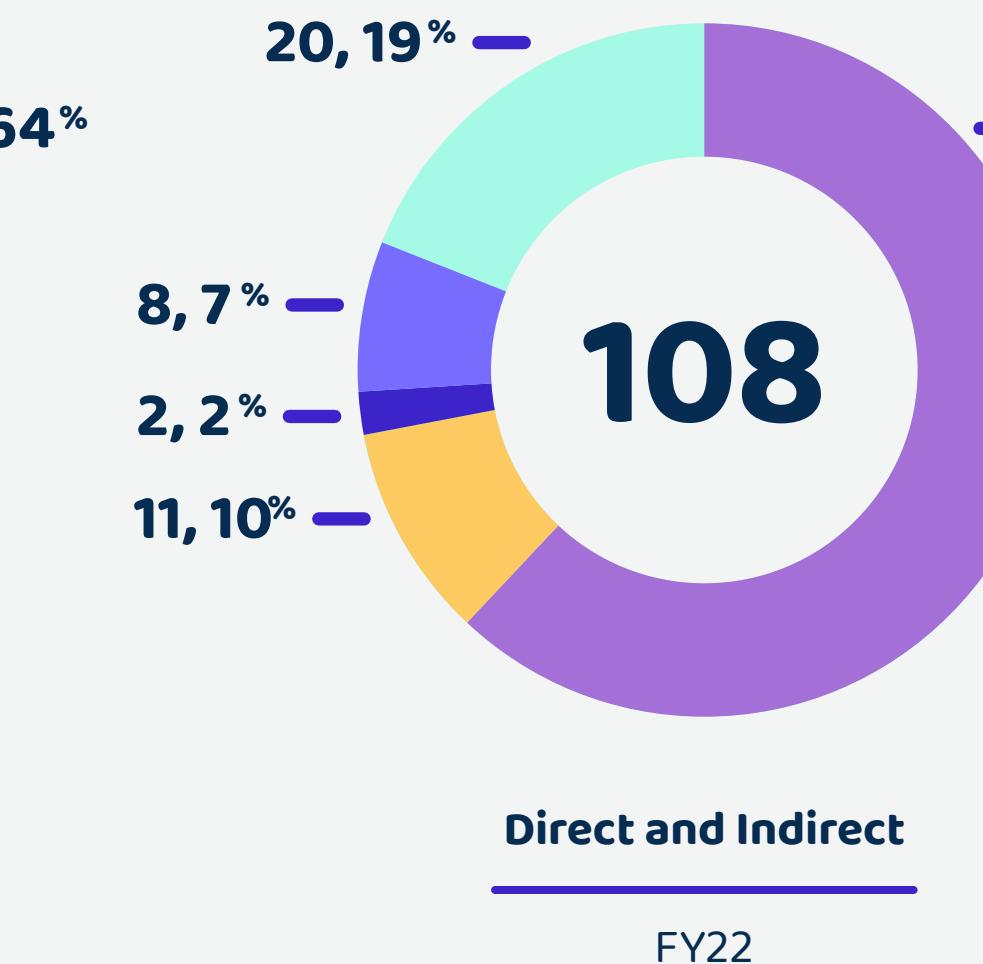
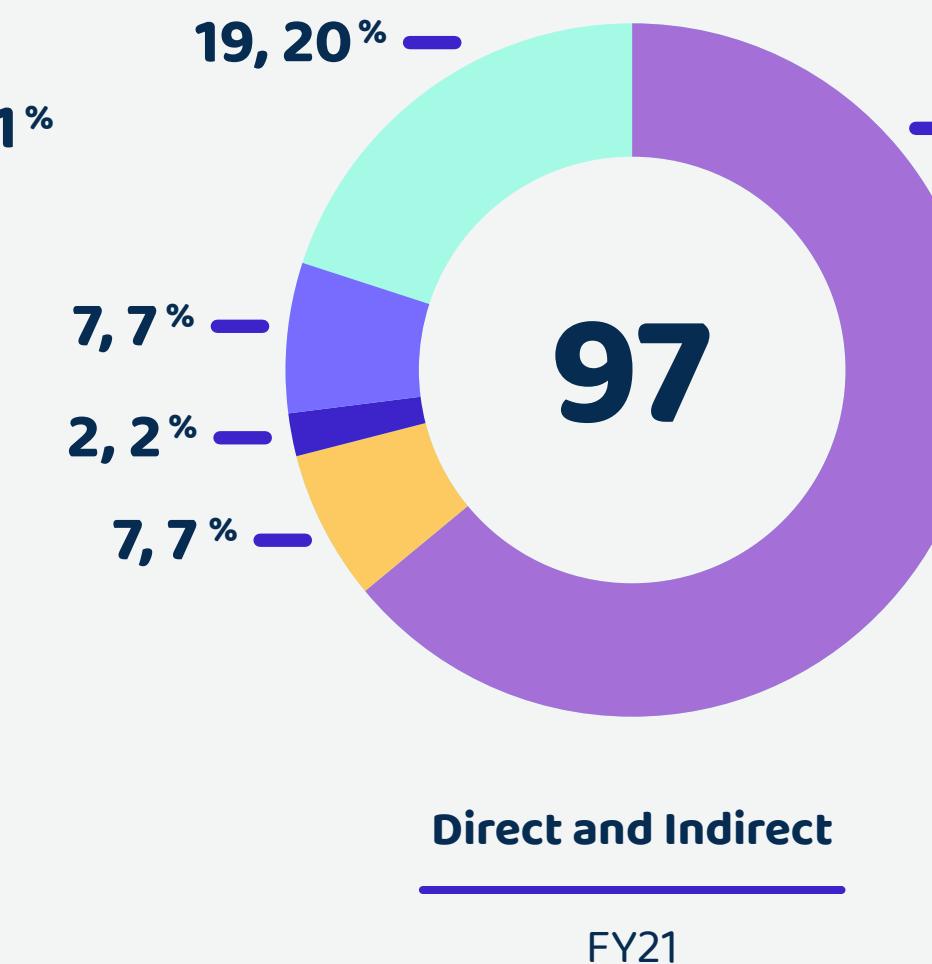
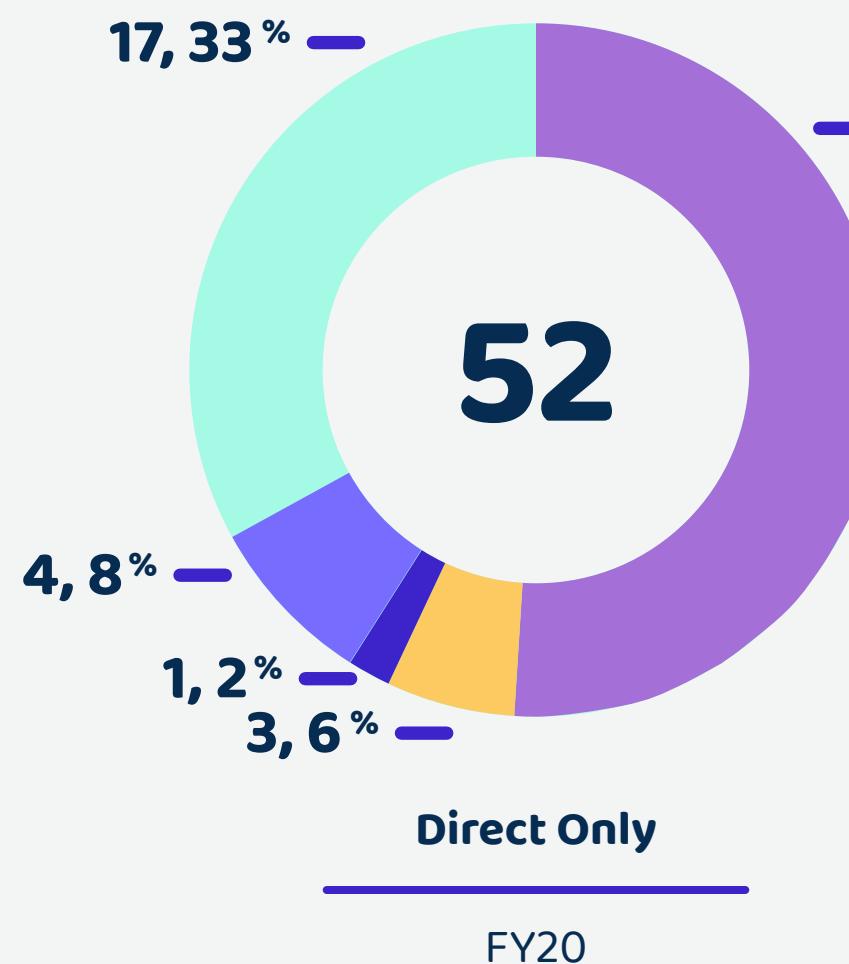
## Key highlights for FY23

- The number of suppliers doing business with Aristocrat that are minority/women owned inside the US has increased compared with FY22
- The number of suppliers doing business with Aristocrat that are small businesses inside the US and outside the US or small businesses inside the US has increased compared with FY22
- The number of small businesses both inside and outside the US has increased compared with FY22



# Supplier Diversity Program

**Supplier Diversity Program Maturity - Year over Year (YoY) Comparison**



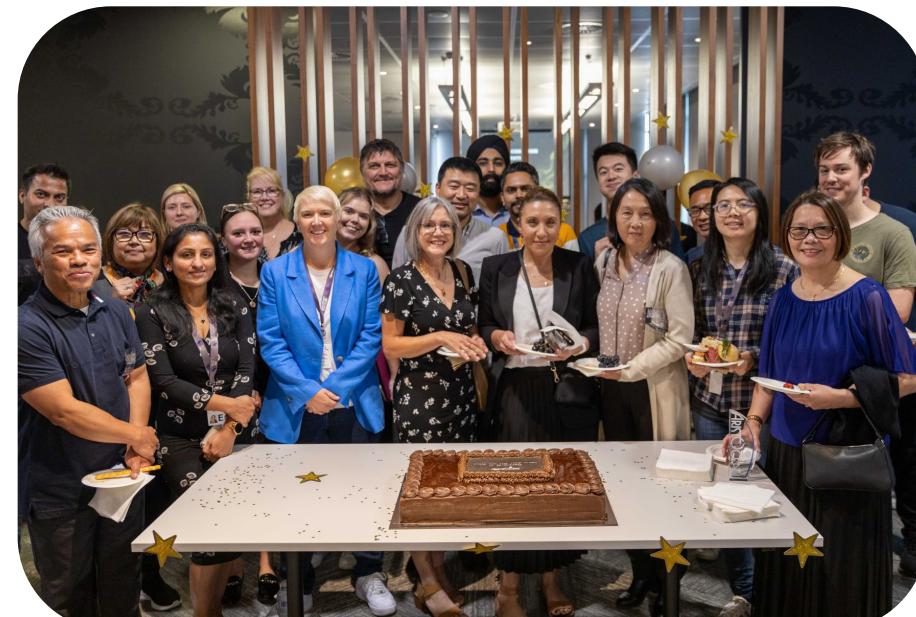
YoY Change by Qty      YoY Change by %

Large Business	9	-2%
Minority / Women Owned Business – Inside USA	4	2%
Minority / Women Owned Business – Outside USA	1	0%
Small Business – Inside USA	1	0%
Small Business – Outside USA	3	-1%



# Awards and Recognition

Aristocrat is thrilled to have received industry recognition and awards during FY23, which is testament to the great people and talent working across our global organisation.



## People

Phil Stormonth, winner of the Rising Star award at the Inside Asian Gaming (IAG) Academy IR Summit in the Philippines. The award recognises excellence in the Asian gaming industry.

Una Fox, Aristocrat's Chief Data and Analytics Officer, was added to CDO Magazine's list of Enterprise Leaders. This list highlights leaders at the forefront of organisational transformation through data analytics, artificial intelligence and machine learning.

Nidhi Garg, Vice President, Global IT, Infrastructure Solutions, was recognised in CIO India Magazine's Innovative 100 Awards, the CIO 100 being acknowledged as a mark of excellence in enterprise IT. Nidhi was also awarded the CIO Crown in the category of 'Digital Genius Awards' by CORE Media.

Lauren O'Brien, Regional Sales Manager in our North American Gaming Operations, and Meghan Sleik, Chief of Staff, Global Gaming were both recognised in CDC Gaming Report as two of the '10 Women Rising in Gaming Under 40'.

## FY23 Industry Recognition and Awards

### Workplace

**Big Fish** – Winner in BuiltIn's Best Places to Work 2023, joining the list of Seattle's Best Midsize Places to Work.

**Product Madness** – Recognised in the Employer Brand Management Awards 2023 shortlist for Best Employee Wellbeing Initiative.

**Product Madness** – at the Stevie Awards, which recognises employers committed to creating an amazing place to work, awarded GOLD for Internal Communications Team of the Year, Talent Acquisition Team of the Year, and Best Overall Employer in the Entertainment Industry, alongside a SILVER award for Learning & Development.

The Engage Awards which recognise customer and employee engagement excellence, have shortlisted Product Madness for Best Customer Engagement, Best Overall Customer Support Team, Best Employee Wellbeing, and Best Internal Communications.

The Product Madness London headquarters was also named in the Top 50 List of Most Inspiring Workplaces in EMEA. The award is judged on six key criteria – leadership, wellbeing, employee experience, communication, D&I, culture & purpose.

Aristocrat India - recognised in India's Top 25 Best Workplaces in Diversity, Equity, Inclusion and Belonging 2023 as part of the Great Place to Work assessment. Aristocrat India was recognised for inspiring trust, instilling pride, creating an environment that promotes camaraderie, and delivering a great workplace experience for all employees.

### Diversity

Aristocrat received the Rising Star Corporate Award from the Western Regional Minority Supplier Development Council (WRMSDC). The award recognises progress made in building a Supplier Diversity Program and demonstration of exceptional involvement, potential, and support of WRMSDC.



# A Culture of Innovation

Technology and Innovation are an integral part of what makes Aristocrat the powerhouse gaming and content creation company it is today, and Aristocrat Labs (ALABs), our technology organisation, is helping to supercharge our business and to progress and build on this legacy. The ALABs Program is an important initiative of Aristocrat's Tech Talent Incubator based in Austin, Texas. The program is focused on identifying and applying potential technology which drives innovative development and design across Aristocrat. The program also provides a strong pipeline of technical talent across the business in the areas of research, design, development and testing.



## R&D and Intern Showcase

Brett Butler, VP Research Development & Technical Talent leads the ALABs Program and said the calibre of the people and projects is exciting.

**"It has been incredible to see the innovation and expertise on display at the R&D and Intern Showcase. This is a great example of how supporting university students early can unlock significant benefits for both individuals and Aristocrat. Through offering mentoring and providing real life work experience across Aristocrat, we can encourage these students to think bigger and fuel their creativity, injecting fresh ideas into our business and fostering a strong tech talent channel for our future."**



## Intellectual Property Achievements

Aristocrat's Patent Awards Program recognises and celebrates the creation of intellectual property assets for Aristocrat, demonstrating the company's emphasis on protecting innovations. Open to all employees, the winner of this year's award, comprising a trophy and USD25,000 (AUD37,500) was Upinder Dhaliwal for the ARea App which uses AR technology to transform a real-world gaming floor into a mixed reality gaming environment.

Aristocrat was named the largest filer of trademarks in Australia for 2022 and the largest domestic filer of patents overall. This achievement, detailed in the Annual IP Australia Report, is recognition of our commitment to protecting and nurturing our intellectual property, a vital asset that underpins our success and secures our competitive advantage in the gaming industry.



# Community

## SNAPSHOT

Aristocrat has a proud history of giving back to the communities in which we live and work. Our giving program, AristocratCARES, is guided by our core values and supported by committed and passionate employees and strategic corporate giving initiatives. With an impact on both a local and global scale, the program supports employee volunteering and fundraising events and awards grants to impactful non-profit organisations.



Partnering Foundations FY23 →





# Highlights

## Aristocrat Community Impact (Global YoY)

### Charitable Contributions

FY23 \$2,646,679 (USD)  
\$3,970,000 (AUD)

FY22 \$492,577 (USD)  
\$740,000 (AUD)

### NPOs Supported

FY23 242

FY22 48

### Volunteer Hours

FY23 4,560

FY22 3,952

### Cerebral Palsy Alliance (Australia) and Cerebral Palsy Alliance Research Foundation (US)

Aristocrat has partnered with Cerebral Palsy Alliance for 15 years to support their development and delivery of programs. During FY23, Aristocrat's support has benefited over 900 people living with cerebral palsy and other disabilities. The fundraising and volunteering activities this year have included:



\*The FY22 Charitable Contributions does not include AUD750,000 (USD500,000) donated to the Ukrainian Red Cross Society.

\*\*AristocratCARES donations do not include contributions to gaming research and treatment partners as referenced in the RG section of these Disclosures.



# Highlights

## Project Vidhi - India

Aristocrat India continued its support of the LGBTQ+ community and People with Disability through Project Vidhi. The team was awarded the Corporate Social Responsibility (CSR) Excellence and Leadership Award by World CSR Congress for their contribution, being named the best CSR project in the "Skill Development" and "Promoting Employment for the Physically Challenged" categories.

## Project 150 - US

Aristocrat sponsored the 2023 Project 150 Scholarship Award Luncheon which celebrated 97 students who received scholarships to fund their pursuit of post-secondary education. Of these 97 students, 81 of them will mark the first-generation attending college. Chris Rowe, MD LATAM and P150 Board Member shared, "To be a small part of helping Las Vegas students achieve their goals of higher education and entering our workforce is an absolute pleasure."

## You Too Family Center Kharkiv – Ukraine

Plarium continued its support of the You Too Family Center in Kharkiv, an IT school for orphaned children with difficult life circumstances. During FY23, 32 students who were displaced due to the war were given the opportunity to study motion design, UX/UI design, sound design and English language geared towards technical professions. Oleksandr Us, supported by Plarium a few years ago to study 3D graphics and animation, is now a teacher at the school paying it forward.



## American Indian Science & Engineering Society

A three-year, **US\$500,000**

partnership to launch a first of its kind scholarship\* for indigenous students interested in pursuing careers in Gaming

\*RISE Fund powered by Aristocrat Gaming

## Communities in Schools of Nevada

**US\$25,000** statewide sponsorship

of the annual Fill the Bus school supply drive to help thousands of students across the valley return to school

Aristocrat Gaming Employees donated

**2,240** school supply items

## Native American Relations

**US\$315,000** in scholarships

awarded to 9 tribal partners for students interested in pursuing a career in Gaming or STEM

## Goodie Two Shoes Foundation

**US\$25,000** sponsorship

that outfitted

**1,000** under-served K-12 students with new shoes and socks

**Recommended Disclosures****Aristocrat's Approach****Progress**

## Governance: Disclose governance around climate related risks and opportunities

- A) Describe the Board's oversight of climate-related risks and opportunities  
 Our governance of climate change continues to evolve in recognition of its growing significance and our increasing understanding of its impact on our business.  
 The Board is responsible for approving Aristocrat's risk management framework which includes the environmental, social and governance (ESG) risks and opportunities, and overall responsibility for sustainability lies with Aristocrat's Chief Corporate Affairs Officer who updates our CEO at quarterly Executive Committee meetings.
- B) Describe management's role in assessing and managing risks and opportunities  
 Updates are provided to the Board regularly (minimum of twice per year) on risks and opportunities, including climate related risks.  
 Climate related risks and opportunities are considered through core management processes including the Enterprise Risk Management (ERM) framework, Group business strategy and transformation, M&A processes and people related policies. Material climate related risks and opportunities are highlighted through core processes, including risk and strategy processes, to facilitate effective Board oversight.  
 Climate-related risks involve assessment of changes to policy, laws and regulations; technology developments and disruptions; physical, transitional and reputational risks; and the evaluation of adaptation and mitigation measures. Material risks, including climate change risks, may be escalated to the ESC or Board.  
 Risk owners (members of senior management) are appointed to complete a risk assessment for each climate related risk area, including Sales, Marketing, Supply Chain, Product Design, Government Relations, Industrial Relations, Tax and other corporate functions including Strategy and Transformation, to develop mitigation and response plans, and enhance monitoring and reporting capabilities. The mitigation and risk plans are regularly reviewed by senior management and periodically discussed with the Board and Audit Committee.  
 In addition to our ERM process, we conduct a periodic materiality assessment of ESG issues which includes climate related risks and opportunities to ensure the assessment is current and the risks identified are incorporated into our ERM process. A further materiality assessment will take place in FY24.  
 Environmental regulation, Annual Report which can be found on the Group's website: [www.aristocrat.com](http://www.aristocrat.com).  
 Risk Management Framework, Annual Report which can be found on the Group's website: [www.aristocrat.com](http://www.aristocrat.com)



## Strategy: Disclose the actual and potential impacts of climate related risks and opportunities on businesses, strategy and financial planning where such information is material

- A) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.  
 As part of our strategic planning, climate related scenarios have been reviewed and reflected in strategy and operational planning.  
 The climate-related risks and opportunities identified over the short, medium and long term are:  
 Risk and Opportunity      Changing customer preferences due to increased frequency and intensity of extreme weather and forecasting of uncertain market conditions  
 Risk      Operational disruptions due to increased frequency and intensity of extreme weather, including forecasting uncertain market conditions  
 Risk and Opportunity      Demand for lower emission products and services, and ability to influence customer and supplier (external stakeholder) actions to keep face with respect to climate agenda  
 Circular economy and Sustainable Product Design  
 Risk and Opportunity      Increased regulatory pressures on energy and broader climate change issues including mandated efficiencies by government, including introduction of a carbon tax  
 Risk and Opportunity      Lenders and the investment community only support organisations that proactively manage climate change risk  
 Attraction and Retention of Talent  
 Risk      Increased exposure to litigation  
 Risk      Unsuccessful investment in new products/technologies
- B) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning  
 Our assessment of the impact of climate-related risks and opportunities, and resilience of the organisation's strategy in reference to different climate-related scenarios is in progress and will form part of future disclosures.  
 A further materiality assessment will take place in FY24.

**Key**

## Not Started



## Initiated



## In Progress



## Addressing

**Recommended Disclosures****Aristocrat's Approach****Progress****Risk Management: Disclose how the organisation identifies, assesses and manages climate related risks**

- A) Describe the organisation's processes for identifying and assessing climate-related risks
- B) Describe the organisation's processes for managing climate-related risks
- C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management

Identified climate related risks are managed and mitigated through Aristocrat's ERM processes, which explicitly encompasses climate related risks and opportunities. These risks are also considered as part of core business processes, including strategy development and business continuity planning. This enables us to perform systemic identification, evaluation and treatment of risk scenarios, allowing us to set our company strategy, manage our performance, and capitalise on opportunities.

Aristocrat's Sustainability Risk Appetite Statement for environmental risks has also been endorsed by the Board.

Aristocrat's Enterprise Risk Management Framework (the Framework) is core to our risk management program and approach. The Framework provides the tools and directions for the timely identification, evaluation, reporting and treatment of material risks and opportunities, so that they remain within acceptable thresholds as set by Aristocrat's Board of Directors. The Framework is also designed to highlight emerging risks.

The Framework is underpinned by Aristocrat's Global Risk Management Policy (the Policy). The Policy establishes the Group's desired risk culture, commitment to risk management and makes clear that everyone in the Group has a role to play in effective risk management. The Framework also includes Board approved Risk Appetite Statements, which set the types and levels of risk and risk behaviours the Group is willing to accept as we execute our strategy. The Framework aligns with the International Risk Management Standard ISO 31000.

The Framework facilitates the management of risk at both an enterprise and business unit/functional level. This ensures a 'top down' and 'bottom up' approach. It addresses both financial and non-financial risk (legal and regulatory, reputation, environmental, people, health, safety and wellbeing, business resilience, customer/player, cyber security, data privacy and product and technology), with consideration of both internal and external factors.

The Framework is overseen by Aristocrat's Board of Directors. It is actively managed by our Chief Executive Officer and Executive Steering Committee, with the support of a network of Risk Champions, and maintained by the Group Risk and Audit function. The Framework is reviewed and refreshed at least annually, in line with the ASX Corporate Governance Principles and Recommendations.

Risk Management Framework, Annual Report which can be found on the Group's website: [www.aristocrat.com](http://www.aristocrat.com).

**Metrics & Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material**

- A) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process
- B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks
- C) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets

In November 2023, Aristocrat submitted our proposed Science Based Targets (SBT) to the Science Based Targets Initiative (SBTi). When this has been independently validated by SBTi technical experts, we will formalise our decarbonisation milestone plan, disclose metrics and targets and migrate from target setting to tracking emissions reductions in response to the TCFD Recommendations. More information on our draft near and long term targets that we submitted to the SBTi can be found in the Climate section in this report.

**Key**



Accounting Metric	Category	Unit of Measure	Source of Related Metrics	Code
<b>Topic: Energy Management</b>				
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) Scope 1 - 83,175.612156 GJ Scope 2 - 422,106.823017392 GJ (2) Not yet assessed (3) Not yet assessed	SV-CA-130a.1
<b>Topic: Responsible Gaming</b>				
Percentage of gaming facilities that implement the Responsible Gambling Index	Quantitative	Percentage (%) by revenue	For our regulated gaming businesses, we are currently a B2B supplier and not a land-based venue. However, the Responsible Gambling Index outlines eight (8) standards and Aristocrat's RG program addresses many of the criteria as outlined below.	SV-CA-260a.1
Percentage of online gaming operations that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	Quantitative	Percentage (%) by revenue	Not currently applicable as Anaxi is currently a B2B game supplier only. Pixel United's social casino businesses adhere to the International Social Games Association's Best Practices Principles.	SV-CA-260a.2
<b>Topic: Smoke-free Casinos</b>				
Percentage of gaming floor where smoking is allowed	Quantitative	Percentage (%) of gaming floor area	Not applicable. Aristocrat does not operate any land-based casino or gaming venues.	SV-CA-320a.1
Percentage of gaming employees who work in areas where smoking is allowed	Discussion and Analysis	n/a	Not applicable. Aristocrat does not operate any land-based casino or gaming venues.	SV-CA-320a.2
<b>Topic: Internal Controls on Money Laundering</b>				
Description of anti-money laundering policies and practices	Discussion and Analysis	n/a	Not currently applicable as Anaxi is currently a B2B game supplier only.	SV-CA-510a.1
Total amount of monetary losses as a result of legal proceedings associated with money laundering	Quantitative	Reporting currency	Not currently applicable as Anaxi is currently a B2B game supplier only.	SV-CA-510a.2
Activity Metric	Category	Unit of Measure		Code
Number of Tables	Quantitative	N/A		SV-CA-000.A
Number of slots	Quantitative	In FY23 Aristocrat sold 41,506 EGMs outright and has 64,030 under its North America gaming operations model		SV-CA-000.B
Number of active online gaming customers	Quantitative	Anaxi currently has (7) B2B customers. Pixel United (mobile gaming) had 4.6m Daily Active Users.		SV-CA-000.C
Total Area of Gaming Floor	Quantitative	N/A		SV-CA-000.D



## Criteria

## Does Not Meet / Partial / Meets / Not Applicable

## RG Index<sup>1</sup> Standard 1. RG Policy, Strategy and Culture

**Commitment to Responsible Gambling:** Policy statements outline corporate expectations and make a clear commitment to addressing harms related to gambling as well as mitigation and prevention measures.

In FY23 Aristocrat updated and strengthened its Group Responsible Gameplay Policy. It was distributed to all employees in October 2023 for mandatory reading and acknowledgment.



**Strategy for Responsible Gambling:** The operator has a strategy for preventing and mitigating harm with defined objectives and a clear plan of action.

In FY23 Aristocrat updated and strengthened its Group Responsible Gameplay Policy and its Product Development Charter. It also developed new Responsible Gambling-related policies; Responsible Marketing Policy, Pixel United RG New Games Development Policy, Pixel United Loot Box Policy, and Pixel United Consumer Communications Policy. Policies were distributed to relevant employees in October 2023 for mandatory reading and acknowledgment.



**Responsible Gambling Culture:** Leadership sets a tone from the top that establishes responsible gambling as an organisational priority.

Aristocrat's CEO and Managing Director Trevor Croker was the inaugural winner of the American Gaming Association's Excellence in Sustainable Gaming award in October 2022. Trevor also sits on the International Center of Responsible Gaming's Advisory Council, providing guidance and direction on topics related to responsible gambling. Each year, Trevor launches Aristocrat's Responsible Gameplay Education Month program. The Aristocrat Board of Directors receive annual responsible gameplay education.



**Responsible Gambling Integration:** Responsible gambling is an integrated part of all job functions.

All Aristocrat employees must read and acknowledge their commitment to the Group Responsible Gameplay Policy, as well as specific job-related responsible gameplay policies, including the Product Development Charter and the Responsible Marketing Policy. Responsible gameplay objectives are also included in the performance metrics for senior leaders across the business.



**Employee Awareness:** Employees are well-informed about the comprehensive and integrated approach to the venue's responsible gambling policies and practices.

All Aristocrat employees must read and acknowledge their commitment to the Group Responsible Gameplay Policy. Aristocrat also provides a comprehensive program of internal activities every September as part of Responsible Gaming Education Month.



## Key



Does Not Meet



Partial



Meets



Not Applicable

<sup>1</sup> In responding to the RG Index standards, reference is made to Pixel United games including social casino games which Aristocrat offers on a B2C basis. These games are not gambling games and while they are covered by our RG program any alignment to the RG Index should not imply, directly or indirectly, that these are gambling games.

**Criteria****Does Not Meet / Partial / Meets / Not Applicable****RG Index<sup>1</sup> Standard 2. Employee Training**

**Employees understand the importance of responsible gambling and how their jobs impact player protection as well as the fundamental concepts of responsible gambling and problem gambling.**

Reflecting Corporate Commitment: Employees understand the operator's commitment to responsible gambling and how it is integrated throughout operations.

All Aristocrat employees must read and acknowledge their commitment to the Group Responsible Gameplay Policy.



Understanding Key Problem Gambling and Responsible Gambling Concepts: Employees understand the harms associated with gambling as well as essential prevention and mitigation concepts.

Key problem gambling and responsible gambling concepts are outlined in Aristocrat's Group Responsible Gameplay Policy, which every employee must read and acknowledge.



Understanding Job Skills and Procedures: Employees are taught skills and procedures required of them for assisting players who may be experiencing harm from gambling.

All Pixel United customer support teams are taught skills and procedures required of them for assisting players who may be experiencing difficulties with game play.



Avoiding Misleading Information: Employees are trained to avoid messaging that reinforces misleading or false beliefs.

All relevant Aristocrat employees are provided comprehensive information via our suite of responsible gameplay-related policies, to avoid messaging that reinforces misleading or false beliefs.



Training Requirements: The venue has policies in place that require employees to be trained upon hiring and retrained regularly.

All new Aristocrat employees must read and acknowledge their commitment to the Group Responsible Gameplay Policy. All new Pixel United customer support teams are taught skills and procedures required of them for assisting players who may be experiencing difficulties with game play.



Training Execution: All employees are trained upon hiring and are retrained regularly.

All new Aristocrat employees must read and acknowledge their commitment to the Group Responsible Gameplay Policy. All new Pixel United customer support teams are taught skills and procedures required of them for assisting players who may be experiencing difficulties with game play.



Key Learning Principles Applied: Training involves a dynamic approach to learning including accommodating different learning styles, practice scenarios and regular reinforcement of concepts.

Customer support teams in Pixel United are provided with regular training to assist with customer interactions.



Training Evaluation: Training programs are regularly evaluated to include current best practice research and employee feedback.

RG training programs are periodically reviewed and updated to align with RG policy updates.



Key	Does Not Meet	Partial	Meets	NA

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## Criteria

## Does Not Meet / Partial / Meets / Not Applicable

**RG Index<sup>1</sup> Standard 3. Self-Exclusion**

**A well-managed and communicated self-exclusion program is in place that facilitates access to supports. (Pixel United only)**

Self-Exclusion Policy: A comprehensive and support-oriented self-exclusion policy is in place and available publicly.

Pixel United (ex-Plarium) has a dedicated Responsible Gameplay Support Pages Portal, available to players of our Product Madness and Big Fish Games, that includes our Self Exclusion policy.



Promotion of the Self-Exclusion Program: The self-exclusion program is well-promoted.

Pixel United promotes its Responsible Gameplay Support Portal (which includes the self-exclusion program) via regular in-game messages, on the social media pages on our games and via emails to players who have opted in.



Registration Process: The self-exclusion registration process is efficient, well-managed and support oriented.

Our Product Madness and Big Fish Games allow players to self-exclude by contacting the Customer Support team.



Ban Length: Players have options in term length.

Our Product Madness and Big Fish Games allow players to self-exclude for a minimum of 1 year or longer.



Advertising Restrictions: Excluded individuals do not receive any advertising or promotional materials.

When players self-exclude they are automatically added to a list which prohibits the advertising of promotional materials.



Access to Support Resources: Excluded individuals receive a wide range of information about where to get help.

Once a player is excluded, the player is provided with a list of support organisations.



Conditions of Ban Explained: During the registration process, conditions of the program and consequences of breaching are thoroughly explained.

Conditions on banning players is clearly outlined in our terms of service.



Registration Materials Provided: Clearly worded information about the conditions of the program and consequences of breaching is provided.

As above.



Data Collection: Data collection during registration is comprehensive and enables effective detection and enforcement.

On registration of accounts data collection is undertaken in line with our privacy policy.



Enforcement: An effective enforcement process is in place to identify and remove excluded individuals from the gaming floor.

Once self-exclusion has been implemented, Pixel United takes reasonable steps to block any new accounts created by those who have self-excluded.



Return to Play: There is a process in place for excluded individuals to safely return to play.

Our Product Madness and Big Fish Games allow players to request the reopening of their account, at the end of their self-exclusion period, by contacting the Customer Support team.



## Key



Does Not Meet



Partial



Meets



Not Applicable

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**Criteria****Does Not Meet / Partial / Meets / Not Applicable****RG Index<sup>1</sup> Standard 4. Assisting Players Who May Be Experiencing Harms from Gambling****Assistance for players who may be experiencing harms from gambling is readily available, systematically provided and documented.**

Policies and Procedures: Policies and procedures are in place to assess, detect and address situations where players may be experiencing harm.

All Pixel United Customer Support employees are required to take action where players display clear signs of distress.



Responding to Help Requests: All employees are knowledgeable about a variety of help resources and are able to provide that information upon request from players or affected others.

All Pixel United Customer Support employees are trained and knowledgeable about a variety of help resources and are able to provide that information upon request to players or affected others.



Responding to Players Experiencing Harm: Systems are in place for employees to respond appropriately to a player in distress, in crisis or disclosing a problem.

All Pixel United Customer Support employees are trained and have systems in place to respond appropriately to a player in distress, in crisis or disclosing a problem.



Identifying and Responding to High-Risk Behaviour: Employees initiate discussions with players who show patterns or behaviours that may be signs of gambling-related harm.

All Pixel United Customer Support employees are required to take action where players display clear signs of distress.

**RG Index<sup>1</sup> Standard 5. Informed Decision Making****A systematic approach is used to support, integrate, and disseminate information to enable players to make informed decisions and encourage safer play.**

Information about Gambling: The venue provides comprehensive information that helps promote gambling literacy and instil responsible gambling behaviours. Information is widely available throughout the venue including on the gaming floor.

Pixel United has a dedicated Responsible Gameplay Support Pages Portal, available to players of our Product Madness and Big Fish Games. This Portal is regularly promoted to players. The Portal promotes the Smart Mobile Gamers website that provides guidance, tips, and expert advice on how to have a positive social games experience. Aristocrat has been proactive in developing the website as part of its membership of the International Social Games Association.



Dedicated Resources: The venue has a designated location for player information and/or support services (e.g., RG Centre).

Pixel United has a dedicated Responsible Gameplay Support Pages Portal, available to players of our Product Madness and Big Fish Games.



Play Feedback: The venue provides and promotes access to play feedback during play including the option to set time and money limits as well as access to play history.

Pixel United has a dedicated Responsible Gameplay Support Pages Portal, available to players of our Product Madness and Big Fish Games. It provides tips on how to limit money spent.

**Key**

Does Not Meet



Partial



Meets



Not Applicable

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## Criteria

## Does Not Meet / Partial / Meets / Not Applicable

**RG Index<sup>1</sup> Standard 6. Marketing Communications****Marketing, including advertising and promotions, does not mislead players, misrepresent products, or target potentially vulnerable players.**

Marketing Policy: A policy is in place that commits to marketing that does not mislead players, misrepresent products, or target potentially vulnerable players.	In 2023 Aristocrat developed a new Responsible Marketing Policy that helps ensure that marketing that does not mislead players, misrepresent products, or target potentially vulnerable players.	
Screening Process: A screening process is in place for all advertising to ensure adherence to the policy.	In 2023 Aristocrat developed a new Responsible Marketing Policy that is compulsory for all relevant employees. The Policy is monitored for compliance.	
Not Misleading: Marketing communications do not reinforce misconceptions about gambling.	In 2023 Aristocrat developed a new Responsible Marketing Policy that stipulates marketing communications do not reinforce misconceptions about gambling.	
At-Risk Players and Minors: Marketing communications do not target at-risk groups or promote risky behaviours.	In 2023 Aristocrat developed a new Responsible Marketing Policy that stipulates marketing communications do not target at-risk groups or promote risky behaviours.	
Marketing Controls: Precautions are in place to limit marketing communications to high-risk players.	When players in Pixel United exclude they are automatically added to a list which prohibits the advertising of promotional materials.	

**RG Index<sup>1</sup> Standard 7. Access to Money****Money and money services are provided to players in a responsible manner that helps prevent financial harm.**

ATMs: ATMs are placed in locations that encourage a break in play.	Not applicable	
Credit: Access to credit is prohibited or restricted.	Not applicable	
Cheque Cashing: Cheque cashing is prohibited or restricted.	Not applicable	
Player Accounts: Players cannot access direct electronic fund transfers at machines or gaming tables.	Not applicable	



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## Criteria

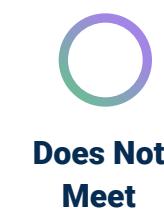
## Does Not Meet / Partial / Meets / Not Applicable

**RG Index<sup>1</sup> Standard 8. Venue and Game Design**

**Venue and game design helps prevent extended, continuous and impulsive play and enables low risk play behaviours.**

Passage of Time: Players have ample opportunities to take note of the passage of time.	Dependent on regulatory requirements. Many jurisdictions require time to be displayed in venue and on EGMs. Platform tools (such as screentime) enable players to keep track of time (Pixel United). Aristocrat has also developed technology such as Flexiplay and pre-commitment in System 7000 to assist players to manage time and spend (Aristocrat Gaming and Anaxi).	
Breaks in Play: Features of the venue environment are designed to promote breaks in play and avoid excessive play.	Dependent on regulatory requirements. Many jurisdictions, require measures to promote breaks in play and avoid excessive play. Platform tools (such as screentime) also enable players to keep track of time. Aristocrat has developed "take a break" functionality in System 7000.	
Alcohol Restrictions: Access to alcohol is well-controlled and never free.	Not applicable	
Display Credits as Cash: EGMs are designed to display spending as cash.	Dependent on regulatory requirements. For example, under the Australian National Standard, each player entitlement meter (Credit, Bet and Win) must be displayed in \$-and-¢ and credits (unless 1 credit = \$1)	
EGM Features: EGMs display RG messaging during play. Stop buttons are disabled.	Dependent on regulatory requirements. Many jurisdictions require some form of RG related player information display.	
New Game Screening: All new games are reviewed from a responsible gambling perspective.	Dependent on regulatory requirements. Many jurisdictions prescribe RG requirements for EGMs. Some jurisdictions review all new games from an RG perspective.  In FY23 Aristocrat also updated and strengthened its Product Development Charter and has developed a new Pixel United New Games Development Policy.	
Gambling Literacy Features: Practices and procedures in the venue do not reinforce myths and misconceptions or encourage risky behaviour.	Dependent on regulatory requirements. Many jurisdictions prescribe RG requirements discouraging myths, misconceptions and risky behaviour. Aristocrat has also developed player information videos to educate players about how EGMs work, bust common myths, and ensure informed choice.	

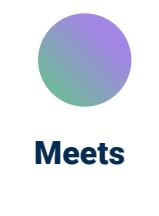
## Key



Does Not Meet



Partial



Meets



Not Applicable

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