

# WORKPLACE

## GENDER EQUALITY PROGRESS

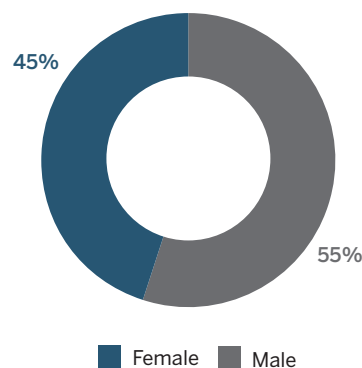
Tabcorp was recognised as an Employer of Choice for Gender Equality for the second year running by the Federal Government's Workplace Gender Equality Agency (WGEA). Just over 100 companies were awarded the citation in December 2016 and we were the only gambling entertainment company to make the list. The citation recognises our great achievements in working towards a diverse workplace where gender equality is championed.

Since we established Tabcorp's Diversity Council in 2012, an executive committee to lead gender equality across the whole organisation, we have increased the percentage of women in

senior leadership roles from 25% to 39%. This is great progress towards achieving our objective of having at least 40% female representation in senior management roles by 2018. We recognise that committing to gender equality not only benefits employees but Tabcorp too, with research showing that diverse organisations outperform those that are not.

Tabcorp's Diversity Policy and our annual report under the Workplace Gender Equality Act are available from the Corporate Governance section of Tabcorp's website at [www.tabcorp.com.au](http://www.tabcorp.com.au).

Total employee population



## WOMEN'S MENTORING PROGRAM EXPANDED

In FY17 we extended our successful Women's Mentoring Program, initially launched in 2014, to include a joint program in partnership with Racing Victoria. Aspiring female leaders from Racing Victoria and Tabcorp came together to complete the 12-week program, which provided opportunities for young female employees to receive

advice on becoming tomorrow's leaders. Mentors from the senior management ranks at Tabcorp and Racing Victoria provided support, encouragement and advice. Participants also undertook specialist units to help them to develop personally and professionally. The program aims to engage, grow and retain women in the racing industry, and build inclusive workplaces.

39%

women in senior leadership positions as at 30 June 2017

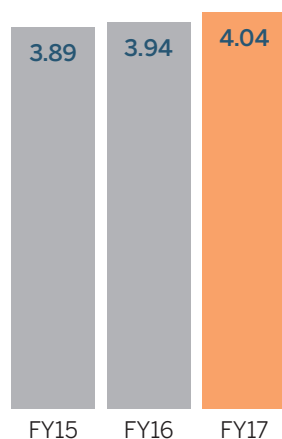


## IMPROVING EMPLOYEE ENGAGEMENT

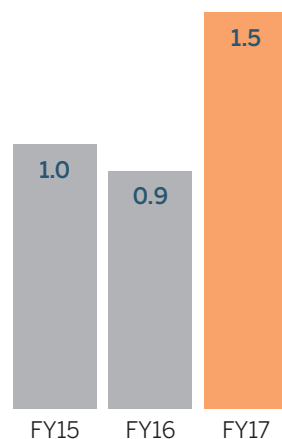
Our employee engagement levels continue to improve, which supports our progress to making Tabcorp a great place to work and being a high performing organisation. Employee engagement is independently measured on an

annual basis by Gallup. Our FY17 engagement score was 4.04 out of 5, which placed Tabcorp above the Gallup global average, and continued our upward trajectory since we began this annual survey in FY12.

Employee engagement as assessed by Gallup



Number of lost time injuries per million hours worked



## HEALTH, SAFETY AND WELLBEING

Tabcorp remains focused on providing a safe working environment and promoting health and wellbeing in the workplace. Our low number of lost time injuries is below industry norms, and demonstrates our ongoing good work in managing safety and wellbeing at Tabcorp. Nevertheless, we continue to look at ways to improve the health, safety and wellbeing of our employees.

We have introduced a new online incident and hazard reporting tool which is accessible by employees anytime, even from mobile devices. This gives team members a quick and easy way to report incidents and hazards when they happen, and enables the health and safety management team to respond quickly.

We regularly publish articles on stress management, wellness, mindfulness and nutrition in our monthly employee newsletter, on our intranet, in company-wide emails and at employee expos. We also offer mental health and physical first aid training, and we have Wellness Champions at each office who are trained to provide mental health first aid.

## SUPPORTING WORKING PARENTS

Tabcorp is committed to providing an inclusive and flexible workplace, including for working parents. During the year, we improved our Leave Policy to provide six weeks of paid parental leave for secondary carers, and for both the primary and secondary caregivers to receive superannuation contributions on all paid parental leave. Secondary caregivers have greater opportunity to spend time with their family at

the birth or adoption of their child. This complements our current offering of 13 weeks of paid leave for primary caregivers. These changes reflect market-leading parental leave arrangements for new parents and support our commitment to fostering a healthy work-life balance.

We also introduced Grace Papers to help working parents to achieve their professional and personal success. Grace Papers is an online platform that provides step-by-step information and support for mums and dads to successfully navigate pregnancy, career and parenting.