



Blacktown Workers Club Group – Corporate Social Responsibility (CSR) Policy

Policy purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward the community we are part of and our environment.

We are part of a bigger system of people, values, other organisations and nature.

What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to demonstrate good corporate citizenship.

We define our corporate social responsibility to cover the following major Policy areas:

- 1. Community Engagement Policy**
- 2. Harm Minimisation (including Responsible Conduct of Gambling)**
- 3. Environmental Sustainability**
- 4. Work Health Safety (WHS)**
- 5. Corporate Governance.**

Scope

This policy applies to the Blacktown Workers Club Group at all sites and all areas of operation and subsidiaries. It may also refer to suppliers and partners.

Policy elements

Blacktown Workers Club Group wishes to be a responsible community organisation that meets high standards of ethics and professionalism.

1. Community Engagement Policy

Details related to the specifics of our Community Engagement Policy are as follows:

Our Community Engagement Vision:

Blacktown Workers Club Group is an active contributor to the local community through the development of meaningful, long-term community partnerships and targeted community sponsorships, focusing on areas of identified community need.



Our Community Engagement Priorities

Blacktown Workers Club Group will actively seek out community partnerships and support community programs which have a direct link to the following key priorities:

1. Sport, Community Health and Active Lifestyles
2. Mental Health
3. Youth Development and Engagement
4. Education and Employment
5. Environmental Sustainability
6. Multicultural and Indigenous Engagement
7. Aged Care and Disability Support

Our Community Engagement Objectives

1. Develop and manage long-term strategic community partnerships that provide maximum benefit to the local community to address identified community needs
2. Effective management and implementation of the ClubGRANTS Scheme, in accordance with required ClubGRANTS Guidelines, including active contribution to local ClubGRANTS Committee (Blacktown City Council)
3. Conduct regular community research into identified community needs, maintaining a close working relationship with Blacktown City Council and other key community stakeholders,
4. Develop effective and regular communications to promote Blacktown Workers Club Group CSR Strategy
5. Develop a meaningful measurement technique which demonstrates Social Return on Investment and the impact of Blacktown Workers Club Group community investments,
6. Be a recognised good corporate citizen for issues relating to regulation compliance, environmental sustainability and proactive participation in programs such as BetSafe and the Liquor Accord.
7. Actively encourage employee participation in the Blacktown Workers Club Group Staff Volunteering Program and other Community Engagement initiatives
8. Create and foster a local spirit of cooperation through the support of religious, charitable, sporting or educational institutions.

Our Community Engagement Criteria

Blacktown Workers Club Group will form partnerships with organisations and assess the merits of potential partnerships based their relevance to our community priorities as well alignment to our Values:

These are our values:

- Considerate - we are respectful, equality, dignity, integrity.
- Socially sustainable – we care about the wellbeing of members and community.
- Progressive – we are innovative, industry leaders, advocates for change.
- Giving – we provide care for local community.

Funding and Support

In addition to ClubGrants funding of 2.25% of gaming revenue we will support local community organisations through additional donations, sponsorship, in-kind support, assistance with fundraising initiatives and staff volunteering. The total amount of funding will be determined by the Board of Directors.

Employee Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organised internally or externally. Our company may sponsor volunteering events from other organisations.

2. Harm Minimisation (including Responsible Conduct of Gambling)

Blacktown Workers Club Group have a long-standing history of Gambling Harm Minimisation programs and procedures that goes beyond current legislative requirements.

Initiatives we have undertaken include:

- BetSafe Program,
- Employee Access Program,
- Voluntary Pre-Commitment,
- IGT Gaming System,
- MemberSafe, and
- Circle Solutions.

More information about these initiatives is available from the Club management.

3. Environmental Sustainability

Blacktown Workers Club Group is committing to sustainable practices across all facets of the business.

Some of the introduced measures include:

- Co-Mingle Recycling
- Lawn Fertilisation
- Solar Power
- LED Lighting
- Pulpmaster
- EP&T Edge Monitoring System
- Aquacell Clearwater Treatment System
- Connect Eco Team

More information about these initiatives is available from the Club management.



4. Work, Health and Safety (WHS)

Blacktown Workers Club Group is committed to achieving high standards of compliance around WHS practices and procedures.

Our Work, Health and Safety Policy is listed separately.

For further information please contact the Executive Manager – People & Culture on (02) 9530 0600.

5. Corporate Governance

Blacktown Workers Club Group is committed to a professional level of corporate responsibility throughout the business and across a range of key areas. Sound corporate governance means that Blacktown Workers Club Group maintains high standards of ethical, environmental and social performance. We conduct our business in a responsible and sustainable way and operate by a framework of regulations, relationships, systems and processes.

As part of our corporate responsibility, we have created detailed approaches to corporate governance, regulation and adherence to legislation.

General Enquiries

For further information please contact the Executive Manager – Marketing & Communications on (02) 9530 0600.

DATE: March 2021

