

Responsible gambling

Industry leadership

The Tabcorp Group continues to be recognised by international investment indices for its commitment to corporate social responsibility.



The Tabcorp Group is committed to delivering its products and services responsibly. It is our aim to maximise customer enjoyment of our products and services, while minimising the potential harm that can arise for some individuals from gambling. Tabcorp is proud of its leadership position in this area, and in 2007 the Dow Jones Sustainability Index again named Tabcorp as a world leader in the promotion of responsible gambling. We will continue to work closely with our stakeholders and government to support our customers to create a sustainable gambling industry.

Tabcorp Responsible Gambling Code of Practice

The Tabcorp Responsible Gambling Code of Practice sets common standards for the responsible delivery of gambling products and services. The Code has been in place since 2001 and was revised in 2006. KPMG conducted an annual review of compliance with the Code in 2008. The Code is available from the Responsible Gambling section of Tabcorp's website at www.tabcorp.com.au.

Awareness

In May 2008, Tabcorp supported the Victorian Responsible Gambling Awareness Week. This event represents a partnership between government (State and Local), the broader gambling

industry and community organisations to highlight to gamblers that when they gamble, they should do so responsibly and stay in control. Tabcorp's casinos also conducted their annual employee Responsible Gambling Awareness Weeks during May 2008.

Research

Tabcorp provided funding towards the establishment of the Victorian Institute for Gambling and Social Health, which was launched in October 2007. The aim of the Institute is to become the leading international centre related to problem gambling research and counselling services. Tabcorp is also contributing funding to a major research project

into problem gambling being undertaken by the University of Wollongong.

Oversight

Tabcorp employs responsible gambling managers across each of its divisions and at a Group level. These managers comprise Tabcorp's Responsible Gambling Committee, which advises the Tabcorp Group on responsible gambling issues, practices and policies and has responsibility for the implementation and annual compliance reviews of the Tabcorp Responsible Gambling Code of Practice.

Visit www.tabcorp.com.au for more information.

Supporting our people



The Tabcorp Group provides benefits to support its employees, such as:

- Salary packaging arrangements, including share purchase plan and novated car leases;
- Performance based remuneration;
- Discount accommodation at the Group's hotels;
- Supporting professional development, training and education needs;
- Shine program, which rewards and recognises employees for instances of exceptional performance;

- Social clubs; and
- Employee assistance program, providing independent confidential free advice and assistance.

Occupational health and safety (OH&S)

Throughout the Tabcorp Group, OH&S committees oversee health, wellbeing and safety matters in the workplace. These committees comprise employee and employer representatives responsible for monitoring the effectiveness of OH&S programs,

systems and policies; promoting safe working practices; facilitating communication between employees and management; conducting workplace inspections; and other oversight functions.

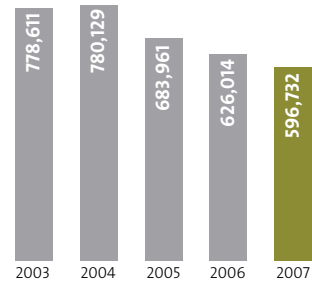
Code of Conduct

Tabcorp's Code of Conduct sets the ethical and behavioural standards expected from all employees, Directors and contractors. The Code is supported by a range of policies for specific topics, such as using Tabcorp's gambling products and services; conflicts of interest;

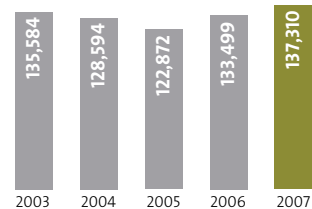
equal employment opportunity and discrimination; and workplace harassment. Tabcorp Group employees receive training and awareness about the Code and associated policies, which are available to our people through the Group's intranet or in hard copy. Refer also to page 18 of the Corporate Governance statement.

The Code of Conduct is available from the Corporate Governance section of Tabcorp's website at www.tabcorp.com.au.

Environmental commitment



Water consumption
cubic metres



Total greenhouse gas emissions
metric tonnes CO2 equivalent

The Tabcorp Group is committed to operating as efficiently as possible, and reducing its impact on the environment wherever practicable. The Group's most significant environmental challenges are at its four hotel and casino properties where an Executive Environmental Committee oversees environmental management plans and procedures with the aim of minimising the consumption of energy and water, and managing waste recycling.

The Group has registered for the Federal Government's **Energy Efficiency Opportunities** initiative, which requires companies that consume significant amounts of energy to identify and implement energy

saving projects (refer to www.energyefficiencyopportunities.gov.au).

Also, the Group's Star City Hotel and Casino in Sydney and the Conrad Jupiters Hotel and Casino on the Gold Coast are voluntary participants in the Federal Government's **Greenhouse Challenge Plus Program** (refer to www.greenhouse.gov.au).

Reducing water consumption

Over the past five years, the Group's hotel and casino properties have reduced water usage by 23%. The Conrad Jupiters Hotel and Casino has been recognised as a "conservation champion" by the Queensland Water Commission. Water saving strategies include

customer and staff awareness campaigns; rain water harvesting; water recycling and reverse osmosis water treatment facilities; water efficient appliances and practices in kitchens and laundries; and water efficient fittings for showers, taps and bathroom facilities.

Minimising greenhouse gas emissions

During 2007, a number of energy saving initiatives were implemented, including the replacement of lighting with more energy efficient types at several hotel and casino properties, and installing a new air conditioning system at the Conrad Jupiters Hotel and Casino. Energy saving initiatives, however, were offset

by refurbishments at the Conrad Jupiters and Star City properties and high occupancy rates and high humidity levels at the Jupiters Townsville Hotel and Casino, which resulted in a 3% increase in total greenhouse gas emissions in 2007.

Enriching communities



Camp Quality

During the year the Tabcorp Group commenced a community partnership with Camp Quality, to entertain and bring hope and happiness to children living with cancer and their families. The Star City Hotel and Casino hosted 36 families for a fun filled weekend around Sydney's Darling Harbour. The families stayed at Star City and enjoyed our hospitality, a special welcome party, kids entertainment, meeting celebrity

guests, and free entry to other Darling Harbour attractions.

Community connections

There are many ways in which the Tabcorp Group contributes to the communities in which it operates, including donating casino and hotel facilities and services, supporting fundraising events, sponsoring local community partnerships and employee volunteering. The Group's businesses, people and brands

contributed approximately \$2 million to communities during the year.

State community benefit funds

In addition, during the year the Tabcorp Group contributed \$89.0 million to community benefit funds in Victoria, New South Wales and Queensland. This was up 3.2% on the previous year. These funds are used for many community facilities and services, such as road construction, hospital and health

facilities and other community infrastructures.

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