



OUR GENDER AFFIRMATION STATEMENT OF SUPPORT

At Tabcorp, you're encouraged to be your authentic self – regardless of your sexual orientation, gender identity or expression.

Who you are is who you are.

We recognise that a person's sex assigned at birth and gender identity may not necessarily be the same. Some people may have a different gender identity to the one assigned at birth, and some may identify as neither exclusively male nor exclusively female.

We're committed to creating a safe and inclusive workplace, where everyone feels free to be their authentic self.

This statement of support outlines our approach to gender affirmation and our shared responsibility to care for our people.



Tabcorp



SUPPORT FOR GENDER AFFIRMATION

We understand that every situation is different, and that's why the support Tabcorp offers can be tailored to you as an individual. Training can also be organised anytime for you or your team. If you're considering affirming your gender, have a confidential discussion with your manager or People & Culture Partner.



PAID LEAVE

Up to four weeks paid leave which can be taken flexibly for any gender affirmation related activity.

CARER'S LEAVE

Up to 10 days' gender support leave to care for a family member or someone in your household who is going through a gender affirmation process.

PERSONAL LEAVE

Team members can access personal leave, and may be able to access annual leave, long-service leave, or unpaid leave in certain circumstances.

FINANCIAL ALLOWANCE

A financial allowance of up to \$2,500 (net of any withholding or other amount) for costs related to any part of the gender affirmation process. Tabcorp may request evidence under certain circumstances.

FLEXIBLE WORK ARRANGEMENTS

This could include flexible hours, temporary adjustments to work responsibilities, or working from home.



OUR SHARED RESPONSIBILITY

- It's on each of us to respect our colleague's choices and how they want to identify
- Flexible work arrangement, leave and financial support are available
- Remember that everyone's awareness and education is different
- The most important thing is to listen without judgement and provide the right support.
- Always maintain your team members confidentiality.
- Talk to your P&C Partner for advice on how to develop a successful gender affirmation plan.



WHEN YOU NEED SOME EXTRA HELP

INCLUSION &
DIVERSITY AT
TABCORP

INCLUSION &
DIVERSITY POLICY

LEAVE POLICY

WORKPLACE
BEHAVIOURS
POLICY

MY COACH

Qlife

Anonymous, free peer support and referral for people wanting to talk about sexuality, identity, gender, bodies, feelings or relationships

PRIDE IN
DIVERSITY

NATIONAL
LGBTI HEALTH
ALLIANCE

INTERSEX
HUMAN RIGHTS
AUSTRALIA