

From: Gen Arnold
Sent: Wed, 31 Mar 2021 14:38:40 +1100
To: Alicia Gleeson;Steven Blackburn
Subject: RE: Responsible Gaming - Org Structure

Hi

This has been actioned, as per Alicia's note below all should flow through in next 24 hours.

Gen

From: Alicia Gleeson [redacted]
Sent: Wednesday, 31 March 2021 2:10 PM
To: Steven Blackburn [redacted]
Cc: Gen Arnold [redacted]
Subject: RE: Responsible Gaming - Org Structure

Hi Steven,

Timely as I am discussing with Gen the org structure currently, and she is able to make the system changes for this reporting line change.

She will use this email as the authority to do so.

This will be done this week – noting the system updates take 24 hours to flow through.

Speak tomorrow.

Alicia

Alicia Gleeson | Executive General Manager - Human Resources | Crown Melbourne Limited

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From: Steven Blackburn [redacted]
Sent: Wednesday, March 31, 2021 1:52 PM
To: Alicia Gleeson [redacted]
Subject: FW: Responsible Gaming - Org Structure

Hi Alicia,

Another quick one to add to our call tomorrow. Can we make the move set out below happen quickly?

Kind regards,
Steve

STEVEN BLACKBURN
GROUP CHIEF COMPLIANCE AND FINANCIAL CRIME OFFICER

[REDACTED]
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From: Helen Coonan [REDACTED]
Sent: Wednesday, 31 March 2021 1:51 PM
To: Steven Blackburn [REDACTED]
Subject: Responsible Gaming - Org Structure

Thanks Steve

Yes, I think that is a more appropriate reporting structure pending a more comprehensive re look
Tks

Kind Regards, Helen

On 31 Mar. 2021 11:02 am, Steven Blackburn [REDACTED] wrote:

Hi Helen,

As you may be aware, our Group General Manager, Responsible Gaming, Sonja Bauer, and the Responsible Gaming team reports into Michelle Fielding (EGM, Compliance), who reports into me.

As Responsible Gaming is quite distinct from Compliance, I'd like to reappoint the Sonja and the RG team directly into me. Both Sonja and Michelle support this change. Rather than wait for the overall proposed structure to be presented, I'd like to do this now as I think it will help reflect the importance we place on RG to external parties. With your permission, I'll ask HR to make this change effectively immediately. I'm asking for your approval in your capacity as CEO, as I don't believe Board approval is necessary for this internal change.

Kind regards,
Steve



STEVEN BLACKBURN
GROUP CHIEF COMPLIANCE AND FINANCIAL CRIME OFFICER



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