

2019 SASB Index



SASB Consolidated Standards

TOPIC	SASB CODE	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																																																																		
Energy Management	SV-CA-130a.1; SV-HL-130a.1; FB-RN-130a.1	Total Energy Consumed	<p>Wynn Las Vegas Power Consumption by Energy Type</p> <table border="1"> <thead> <tr> <th>WYNN LAS VEGAS</th> <th colspan="2">NON-RENEWABLE ENERGY</th> <th colspan="2">RENEWABLE ENERGY</th> <th colspan="2">WLV TOTAL CONSUMED</th> </tr> <tr> <th>Year</th> <th>(MWh)</th> <th>(Gigajoules)</th> <th>(MWh)</th> <th>(Gigajoules)</th> <th>(MWh)</th> <th>(Gigajoules)</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>195,944</td> <td>705,400</td> <td></td> <td></td> <td>195,944</td> <td>705,400</td> </tr> <tr> <td>2016</td> <td>191,815</td> <td>690,534</td> <td></td> <td></td> <td>191,815</td> <td>690,534</td> </tr> <tr> <td>2017</td> <td>181,086</td> <td>651,912</td> <td></td> <td></td> <td>181,086</td> <td>651,912</td> </tr> <tr> <td>2018</td> <td>155,918</td> <td>561,305</td> <td>21,189</td> <td>76,281</td> <td>177,107</td> <td>637,586</td> </tr> <tr> <td>2019</td> <td>148,728</td> <td>535,423</td> <td>28,554</td> <td>102,795</td> <td>177,283</td> <td>638,218</td> </tr> </tbody> </table> <p>Wynn Macau Limited Power Consumption by Property</p> <table border="1"> <thead> <tr> <th>WYNN MACAU LIMITED</th> <th colspan="2">WYNN MACAU</th> <th colspan="2">WYNN PALACE</th> <th colspan="2">WML TOTAL CONSUMED</th> </tr> <tr> <th>Year</th> <th>(MWh)</th> <th>(Gigajoules)</th> <th>(MWh)</th> <th>(Gigajoules)</th> <th>(MWh)</th> <th>(Gigajoules)</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>135,017</td> <td>486,060</td> <td></td> <td></td> <td>135,017</td> <td>486,060</td> </tr> <tr> <td>2016</td> <td>128,994</td> <td>464,379</td> <td>56,107</td> <td>201,984</td> <td>185,101</td> <td>666,363</td> </tr> <tr> <td>2017</td> <td>117,063</td> <td>421,429</td> <td>167,025</td> <td>601,292</td> <td>284,089</td> <td>1,022,720</td> </tr> <tr> <td>2018</td> <td>115,188</td> <td>414,677</td> <td>163,634</td> <td>589,082</td> <td>278,822</td> <td>1,003,759</td> </tr> <tr> <td>2019</td> <td>112,095</td> <td>403,542</td> <td>158,063</td> <td>569,028</td> <td>270,158</td> <td>972,570</td> </tr> </tbody> </table>	WYNN LAS VEGAS	NON-RENEWABLE ENERGY		RENEWABLE ENERGY		WLV TOTAL CONSUMED		Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	2015	195,944	705,400			195,944	705,400	2016	191,815	690,534			191,815	690,534	2017	181,086	651,912			181,086	651,912	2018	155,918	561,305	21,189	76,281	177,107	637,586	2019	148,728	535,423	28,554	102,795	177,283	638,218	WYNN MACAU LIMITED	WYNN MACAU		WYNN PALACE		WML TOTAL CONSUMED		Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	2015	135,017	486,060			135,017	486,060	2016	128,994	464,379	56,107	201,984	185,101	666,363	2017	117,063	421,429	167,025	601,292	284,089	1,022,720	2018	115,188	414,677	163,634	589,082	278,822	1,003,759	2019	112,095	403,542	158,063	569,028	270,158	972,570
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		Percentage Renewable	16% of annual energy consumed in 2019 at Wynn Las Vegas was from renewable sources.																																																																																																		

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Labor Practices	SV-HL-310a.1; FB-RN-310a.1	Voluntary Turnover Rate for All Employees	<p>Wynn Resorts Turnover Rates</p> <table border="1"> <thead> <tr> <th></th> <th>WYNN NORTH AMERICA</th> <th>WYNN MACAU LIMITED</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover Rate</td> <td>17%</td> <td>10%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td>9%</td> <td>2%</td> </tr> </tbody> </table>		WYNN NORTH AMERICA	WYNN MACAU LIMITED	Voluntary Turnover Rate	17%	10%	Involuntary Turnover Rate	9%	2%
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Involuntary Turnover Rate for All Employees												
	SV-HL-310a.3; FB-RN-310a.2	Average Hourly Wage, by Region	The average hourly wage for Wynn Employees in North America was \$32.02 in 2019.									
		Percentage of Hotel Employees Earning Minimum Wage, by Region	<p>Percentage of Employees Earning Above Minimum Wage in 2019</p> <table border="1"> <thead> <tr> <th>REGION</th> <th>PERCENTAGE</th> </tr> </thead> <tbody> <tr> <td>Wynn North America</td> <td>100%</td> </tr> <tr> <td>Wynn Macau Limited</td> <td>100%</td> </tr> </tbody> </table>	REGION	PERCENTAGE	Wynn North America	100%	Wynn Macau Limited	100%			
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	SV-HL-310a.4	Description of Policies and Programs to Prevent Worker Harassment	<p>Wynn Resorts 2019 ESG Report: Harassment Prevention Policy, p. 63;</p> <p>We believe that all employees are entitled to work in a safe environment where they are treated with dignity and respect. The Company does not tolerate offensive, demeaning, insulting, or otherwise derogatory conduct, and is committed to a workplace that is free from sexual harassment and harassment based on other legally protected characteristics, or any other basis protected by federal, state, or local law or ordinance or regulation. Such behavior is prohibited in any form, whether it occurs between coworkers, involves a supervisor, or happens with persons doing business with or for the Company, including guests and vendors. We take disciplinary action, up to termination of employment for inappropriate conduct. We also believe that we all have a role in creating a positive, safe, respectful work environment. All employees are required to follow and help enforce the Company's harassment and discrimination related policies, and advise the Employee Relations Department, the Compliance Officer, the Legal Department, or one of our hotlines if they believe those policies have been violated.</p>									

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Water Management	SV-HL-140a.1; FB-RN-140a.1	Total Water Consumed, Percentage in Regions with High or Extremely High Baseline Water Stress	<p>Wynn Resorts Water Consumption (Gallons x 1,000)</p> <table border="1"> <thead> <tr> <th>YEAR</th> <th>WYNN LAS VEGAS</th> <th>WYNN MACAU & WYNN PALACE</th> <th>COMPANY TOTAL</th> <th>WATER CONSUMPTION IN AREAS OF STRESS</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>526,930</td> <td>290,720</td> <td>817,650</td> <td>0</td> </tr> <tr> <td>2016</td> <td>532,005</td> <td>407,123</td> <td>939,128</td> <td>0</td> </tr> <tr> <td>2017</td> <td>508,295</td> <td>609,815</td> <td>1,118,110</td> <td>0</td> </tr> <tr> <td>2018</td> <td>564,320</td> <td>664,290</td> <td>1,228,610</td> <td>0</td> </tr> <tr> <td>2019</td> <td>520,525</td> <td>652,896</td> <td>1,173,413</td> <td>0</td> </tr> </tbody> </table>					YEAR	WYNN LAS VEGAS	WYNN MACAU & WYNN PALACE	COMPANY TOTAL	WATER CONSUMPTION IN AREAS OF STRESS	2015	526,930	290,720	817,650	0	2016	532,005	407,123	939,128	0	2017	508,295	609,815	1,118,110	0	2018	564,320	664,290	1,228,610	0	2019	520,525	652,896	1,173,413	0
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<p>Wynn Resorts is taking steps to monitor and reduce our water usage. Our programs include investing in smart technologies, monitoring water use on a functional basis, aligning best practices among our resorts, and investing in equipment for water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. We collect soil moisture measurements daily with a digital moisture meter, which feeds into a smart meteorological system that disperses water based on precipitation, temperature, and other specific weather conditions. Evaporation and runoff are also minimized through our precise drip irrigation systems.</p> <p>The availability of water as a resource varies among the regions of our resort operations. We assess water risk using the World Resource Institute Water Stress Map. In regions where an increased level of risk is identified, we prioritize specialized measures to responsibly allocate our water use by investing in water-smart facility machinery, integrating weather monitoring, expanding water recycling opportunities, and reducing external water intake. More information on our programs is available in Life Returns to the Mystic Shoreline, p. 49 and Cultivating a Green Resort, p. 54.</p> <p>Wynn Resorts Regional Water Risk Assessment 2019: Macau: Low - Medium (10-20%) Boston/Everett: Medium - High (20-40%) Las Vegas: Low (<10%) <i>Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</i></p>																																					

SASB Casino and Gaming Standards

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Responsible Gaming	SV-CA-260a.1	Percentage of Gaming Facilities that Implement the Responsible Gambling Index	100% of Wynn Resorts, Limited properties adhere to the AGA's Code of Conduct for Responsible Gaming. We pledge to make responsible gaming an integral part of our daily operations.							
	SV-CA-260a.2	Percentage of Online Gaming Operations that Implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	<p>You may request at any time to be removed from any promotional mailings and for revocation of casino-specific privileges such as access to markers, player card privileges, and on-site check cashing. We reserve the right to exclude a patron from gaming without a request from a patron.</p> <p>We provide current education to new employees on responsible gaming and provide periodic refresher training.</p> <p>We make information available to all patrons explaining the probabilities of winning or losing at the various games offered by our casinos.</p> <p>We advertise responsibly by including a responsible gaming message and/or a toll-free help line number in advertising messaging where practical. We place media where most of the audience is reasonably expected to be above the legal age to participate in gaming activity. We do not feature collegiate athletes or persons designed to appeal to those under the age of 21. More information can be found here.</p>							
Smoke-Free Casinos	SV-CA-320a.1	Percentage of Gaming Floor Where Smoking Is Allowed	56% of Wynn North America gaming areas were smoke-free in 2019.							
	SV-CA-320a.2	Percentage of Gaming Staff Who Work in Areas Where Smoking Is Allowed	<p>Wynn North America 2019 Employees in Smoke-Friendly Gaming Areas</p> <table border="1"> <thead> <tr> <th>PROPERTY</th> <th>PERCENTAGE OF GAMING EMPLOYEES WORKING IN SMOKE-FRIENDLY AREAS</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>74%</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0%</td> </tr> <tr> <td>Wynn North America Total</td> <td>58%</td> </tr> </tbody> </table>	PROPERTY	PERCENTAGE OF GAMING EMPLOYEES WORKING IN SMOKE-FRIENDLY AREAS	Wynn Las Vegas	74%	Encore Boston Harbor	0%	Wynn North America Total
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Internal Controls on Money Laundering	SV-CA-510a.1	Description of Anti-Money Laundering Policies & Practices	<p>Wynn Resorts 2019 ESG Report: Anti-Money Laundering Policy, p. 63;</p> <p>We adhere to the American Gaming Association's Best Practices for Anti-Money Laundering Compliance. We follow the Best Practices to promote and foster a culture of compliance, by allocating substantial employee time to AML compliance, which includes:</p> <ul style="list-style-type: none"> Establishing a system of internal controls and policies and procedures to assure ongoing compliance with AML requirements. Ensuring independent testing of AML compliance, of a scope and frequency that matches the money laundering and terrorist financing risks present. Training casino personnel, as warranted for individual jobs, in the identification of unusual financial transactions or suspicious activities, in the recording and aggregation of currency transactions, and all legal requirements and the casino's compliance policies and procedures. Designating an individual or individuals responsible for assuring day-to-day AML compliance at all venues. Providing adequate resources to compliance functions. 							

SASB Hotel and Lodging Standards

TOPIC	SASB CODE	DISCLOSURE TITLE	DISCLOSURE STATEMENT
Ecological Impacts	SV-HL-160a.1	Number of Lodging Facilities Located in or Near Areas of Protected Conservation Status or Endangered Species Habitat	<p>No Wynn Resorts properties are located in the following protected sites in 2019:</p> <ul style="list-style-type: none"> -UNESCO Biospheres -Natura 2000 areas -Ramsar sites <p>According to World Database of Protected Areas (WDPA):</p> <ul style="list-style-type: none"> Wynn and Encore Las Vegas: Not located on protected land. Encore Boston Harbor: Not located on protected land. Wynn Macau: Not located on protected land. Wynn Palace: Not located on protected land. <p>Source: Protected Planet's World Database of Protected Areas (WDPA)</p>
	SV-HL-160a.2	Description of Environmental Management Policies and Practices to Preserve Ecosystem Services	<p>Our company takes pride in building welcoming, vibrant, and healthy environments for our guests and employees. We maintain our Five-Star resorts by applying attention to detail in all we do, including managing the environmental elements of our operations. Whether it's integrating clean and renewable energy resources, creating drought-tolerant landscapes, reducing single-use plastics, increasing waste diversion rates, or developing Zero Carbon, Zero Waste event services, our core principle of "caring about everyone and everything" is always at the forefront of our business decisions.</p> <p>Encore Boston Harbor is located in the watershed area along the banks of the Mystic River. The resort was built and is managed with environmental health as a top priority. The land and riverbed were fully remediated, removing harmful chemical toxins that dampened biological life. When building the coastal edge to the resort, we built a living shoreline of plants and organic material that would reestablish a habitat for river wildlife. These successful programs have brought more herring to the Mystic River than have been seen in decades.</p> <p>At Encore Boston Harbor we continue to preserve the ecosystem that was rebuilt along the river. Our employees volunteer with the Mystic River Watershed Association's water chestnut and shoreline cleanup events. These events support and rejuvenate healthy levels of oxygen for aquatic life in the Mystic River, as well as bring life back to the river's trails and shorelines. Our outdoor landscaping is meticulously managed to avoid excess water runoff, ensuring that excess nutrients do not contribute to algae blooms in the Mystic River.</p> <p>For more information on our ongoing initiatives at Encore Boston Harbor to promote coastal ecosystem resiliency along the Mystic River, see our story on page 49.</p>
Climate Change Adaption	SV-HL-450a.1	Number of Lodging Facilities Located in 100-year Flood Zones	<p>Using the Federal Emergency Management Agency (FEMA) Flood Insurance Rate Map, we identified Encore Boston Harbor resort as located in a Special Flood Hazard Area (SFHA).</p> <p>For more information on how our Encore Boston Harbor resort was built to withstand 100-year flood levels, see page 52.</p> <p>Wynn and Encore Las Vegas: No Flood Risk (<i>Zone X: area of minimal flood hazard, outside the SFHA and higher than the elevation of the 0.2% annual-chance flood</i>)</p> <p>Encore Boston Harbor: Flood Risk (<i>Zone AE: The Special Flood Hazard Area where base flood elevations are provided</i>)</p> <p>Source: U.S. National Flood Insurance Program</p>