



# 2016 Social Responsibility Report



## Resorts

<p><b>Las Vegas, Nevada</b> Wynn Las Vegas Encore</p>	<p><b>People's Republic of China</b> Wynn Macau Wynn Palace</p>	<p><b>Boston, Massachusetts</b> Wynn Boston Harbor <i>(Under construction)</i></p>
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## Wynn Family of Employees

<p><b>Total Workforce</b></p> <ul style="list-style-type: none"> <li>• 23,595 Global</li> <li>• 10,987 Las Vegas</li> <li>• 12,608 Macau</li> </ul> <p><b>Minorities and Women</b> <i>United States</i></p> <ul style="list-style-type: none"> <li>• 66% Minorities</li> <li>• 47% Women</li> </ul>	<p><b>Executives</b></p> <p><b>United States</b></p> <ul style="list-style-type: none"> <li>• 32% Women</li> <li>• 30% Minority</li> </ul> <p><b>Macau</b></p> <ul style="list-style-type: none"> <li>• 29% Women</li> </ul>	<p><b>Macau Workforce</b></p> <ul style="list-style-type: none"> <li>• 67% Local</li> <li>• 36% Local Women</li> </ul>
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## Diverse Suppliers

<p><i>Wynn Las Vegas</i></p> <p>\$32,409,000 Annual procurement spending with minority, women or veteran-owned businesses</p> <p>236 Minority, women or veteran-owned business partners</p>	<p><i>Wynn Boston Harbor</i></p> <p>\$11,300,000 Design contracts awarded to minority, women or veteran-owned businesses</p> <p>\$63,000,000 Construction contracts awarded to minority, women or veteran-owned businesses</p>
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## Employee Citizenship Program



We offer 12-week courses to help prepare employees for the U.S. citizenship test. Program partners include the Uceda School, who designed the courses, and Legal Aid of Southern Nevada, who provides legal support to participants during the naturalization process. More than 130 employees successfully completed the program in 2016, and 150 more are planning to participate in 2017.

## Promoting Equal Opportunity

- \* Wynn Resorts received a top score of 100 percent on the 2016 Corporate Equality Index, the Human Rights Campaign Foundation's national benchmarking tool on corporate policies and practices pertinent to LGBT employees, earning the distinction of "Best Place to Work for LGBT Equality."





## Responsible Operations

We hope that every guest has an unparalleled experience during their time with Wynn Resorts, but it is of paramount importance that we help ensure they do so responsibly. We promote ethical behaviors to employees and guests through firm policies, education and availability of support and resources:

- Guests under 21 are prohibited from gambling, checking into the hotel unaccompanied by a guest over 21, entering a bar or nightclub and loitering.
- Employees are trained annually to identify signs of gambling addiction and address underage or unattended minors.
- Guests can self-restrict their access to gaming through a self-limit on credit up to a voluntary ban on gambling in our casinos.
- Wynn marketing materials, cash transaction machines, room keys and player cards feature information to access gambling addiction experts.
- We provide financial support to organizations promoting responsible gaming and helping those experiencing addiction.



## Wynn's Pledge to Ethical Business Practices

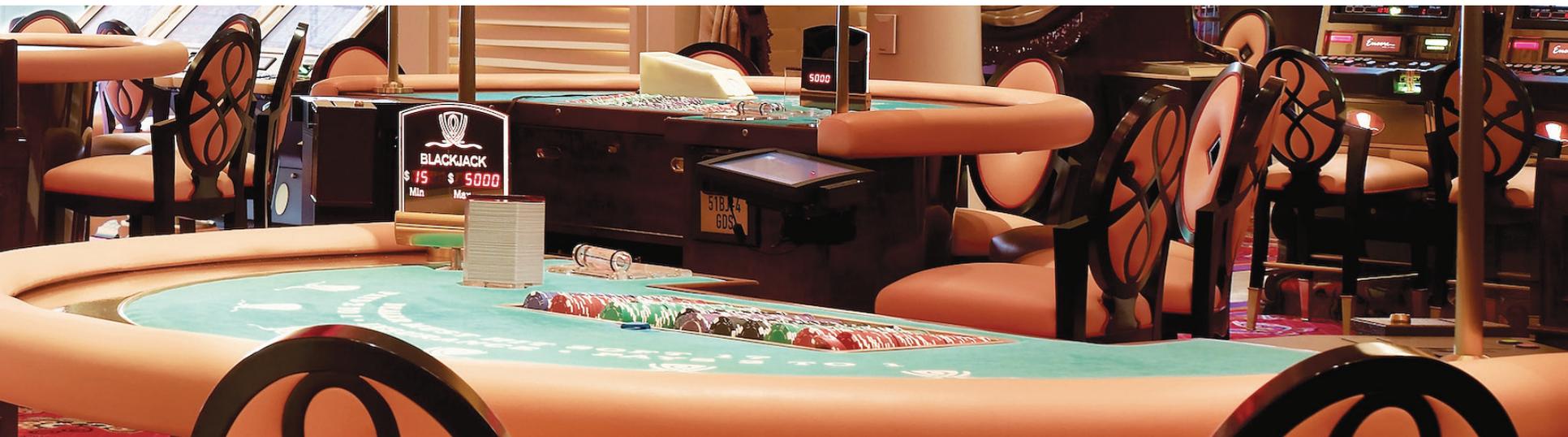
The trust of our guests, employees, business partners, communities and other stakeholders is crucial to our business. Our Code of Ethics sets forth clear, enforceable guidelines on topics like anti-discrimination, employee interaction, and business and financial practices. Easily accessible to every employee, it outlines the standard of conduct expected of every member of our organization and provides resources for employees to report suspected breaches of our Code.

## Measures Against Money Laundering

To prevent and detect suspicious financial activity, Wynn Resorts conducts anti-money laundering training and performs internal audits on a regular basis.

## Ensuring Safety

We take guest and employee safety very seriously. Our security teams are led by former federal and local law enforcement agents, all of whom undergo intense emergency training. Our extensive network of advanced surveillance technology and easily-identifiable security officers ensures a safe environment for all.







## **Wynn's Commitment to Community**

Wynn's dedication to sustainable practices goes beyond our hotels and casinos. We recognize opportunities we have to improve our communities, and we seek to expand our impact in the places where our employees and guests live and work. In 2016, we focused our efforts in four areas:

**Educational Opportunities**

**Social Impact**

**Cultural Enrichment**

**Employee Involvement**



## Wynn Las Vegas Supports Innovation in Education

Founder, Chairman and CEO Steve Wynn has supported public education in southern Nevada for more than 40 years. Wynn Resorts and the Wynn Employee Foundation continue that commitment today, providing support to local schools through monetary contributions and volunteer hours as well as coordinating the collective efforts of our nonprofit partners.

In 2016, Wynn Las Vegas dedicated \$311,000 in cash and in-kind expenditures to Las Vegas-area elementary schools in at-risk neighborhoods. Our commitment is rooted in our support for leaders in education who have demonstrated the skill and perseverance it takes to reshape schools and build partnerships that improve student achievement.

We have been providing support to Dean Petersen Elementary School in Las Vegas, building a strong relationship with school administrators. In 2016, Wynn Las Vegas implemented an Adopt-a-Classroom program designed to provide teachers with resources to increase student performance. More than 60 classrooms were adopted by Wynn departments and teams. Our employees' support for these classrooms ranged from tutoring and translation services to helping teachers prepare their classrooms and materials.

At the end of the 2016-2017 school year, the school saw a 9% increase in students performing at grade level in math, and an 11% increase in students performing at grade level in reading. Total efforts resulted in over 2,300 volunteer hours from July 1 to November 30, 2016, including:



### Donating 145,000 Supplies

to ensure that teachers were well equipped for the school year.



### Refurbishing Spaces

such as the front office and staff lounge to provide a relaxing space for breaks and meetings.



### Raising \$75,000

including company matching gifts, for modern classroom technology through weekly bake sales.



### Supplying Safety Kits

for each classroom and all common areas at the school.



### Creating Connections

with select nonprofit organizations to address other critical needs.







## Addressing Food Insecurity

To better serve Peterson Elementary School, Wynn Las Vegas partnered with Three Square, a food bank in southern Nevada, whose mission is to pursue a hunger-free community and provide wholesome meals to food insecure households. On weekends, Three Square created a pop-up food pantry at Peterson Elementary School to provide families access to food.



## Wynn Macau Advances Careers in Hospitality

Our Career Advancement Program (CAP) provides training to empower gaming employees to take advantage of new and challenging career opportunities within the resort. In 2016, 18 team members were selected to spend 12 months training in a wide range of departments throughout the resort to gain new skills and rapidly improve the trajectory of their careers. They rotated through all operational departments, learning the ins and outs of the front office, kitchen, housekeeping and restaurants. After successful completion of the program, trainees earned an assistant manager position in the department of their choice. This is a significant milestone for our employees and their families that will allow them to continue to advance in the company.





Selfie Station!  
Massachusetts  
In Trades

WOMEN  
WORKING

Bruins

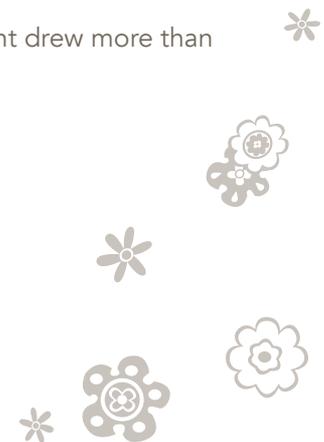
NORTHWEST  
CAMPUS

## Wynn Boston Harbor Promotes Career Opportunities for Women

Across the country, women are traditionally under-represented in the building trades, such as construction and carpentry. As a result, young women are missing out on good paying jobs and a career they may love. The Massachusetts Girls in Trade Advisory Group, an organization dedicated to increasing career opportunities for women in the construction trades, provides young women with information about employment and apprenticeship opportunities, mentoring, support and role models.

Founded by Wynn Boston Harbor and Minuteman High School, the advisory group is made up of representatives from the Boston community, including developers, contractors, building trades unions and government officials. The group also receives support from local educational organizations, including the Massachusetts Department of Elementary and Secondary Education, career and technical education schools and student organizations, and apprenticeship and pre-apprenticeship programs.

In 2016, Massachusetts Girls in Trades hosted the first annual Girls in Trades Conference and Career Fair. The event drew more than 400 young women from career and technical education schools across the state.





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FedEx

SUPERTUFF

WARNING  
AVISO  
AVERTISSEMENT

Sto-Point

Vista  
Paint

WE Care  
VOLUNTEER

## Wynn Las Vegas Helps Veterans Find Their Way Home

After serving our country, many veterans struggle to reintegrate into society and find a place to call home. In 2016, Wynn Las Vegas provided \$350,000 to Veterans Village, an organization that offers transitional housing and reintegration programs to help homeless veterans achieve self-sufficiency.

Each Veteran's Village property is strategically located within downtown Las Vegas and the surrounding neighborhoods, and the organization is committed to ensuring that their properties are environmentally friendly and sustainable for the communities they serve. Our 2016 contribution will help Veterans Village expand its services beyond housing to help veterans that need additional support.

## Wynn and Veterans Village in 2017

In 2017, we will continue to support Veterans Village as the organization rehabilitates its second property, and our employees will donate their time to lead the following projects:



### Refurbishing Rooms

and installing new plumbing fixtures at the Downtown Las Vegas location.



### Raising Funds

to supply commercial refrigerators and storage racks for the Veterans Village food pantry.



### Helping Construct

a new Veterans Village Crisis Intervention Center.



## Wynn Macau Promotes Social Welfare

For the third consecutive year, Wynn Macau participated in Caritas Macau's 2016 Charity Bazaar to help raise money to fund the social services that the organization has continually provided to the community for the past 62 years. The event is one of the largest in the city and incorporates food and game booths to create a fun event for the entire community. More than 100 of our employees volunteered at the event, tending to game booths and entertaining guests. Even more employees attended, purchasing over 8,000 fundraising game coupons.





## Wynn Boston Harbor Unites Communities Through Music

Wynn Boston Harbor partnered with the City of Everett, Mass., to establish an annual music festival in the city. Held in Everett's business district, Village Fest is intended to bring notable musical acts to Everett to increase the city's visibility regionally and expose an underserved population to top musical performances.



## Wynn Las Vegas Brings the Art of Dance to Students

Nevada Ballet Theatre's Future Dance program brings the artistry of dance to low income neighborhoods in Las Vegas. Established in 1992, the program provides free dance instruction from accomplished artists, who donate their time to underserved schools. In 2016, contributions from Wynn Las Vegas allowed Future Dance to expand its reach through the GO-MOVE-DANCE series, a 25-week in-school dance program for elementary students. Students who participate in the program are exposed to artistic education often for the first time, and, in turn, display higher levels of self-esteem and work ethic.



## Wynn Macau Recognizes Rising Young Artists

The Wynn Cup – Macau Primary School Student National Education Drawing Competition aims to strengthen Macau primary school students' knowledge and understanding of art and reinforce their national pride. Sponsored by Wynn Macau and organized by the National Conditions Education Association, the program featured drawing seminars and sharing sessions with accomplished artists. More than 10,000 entries from more than 20 local primary schools were entered into the competition, all of which were reviewed by a group of famous artists.



## A Company Christmas at the Pops

As a sponsor of the 2016 event, Wynn Boston Harbor supported the orchestra's education and community engagement programs and provided members of the Everett Haitian Community Center with the opportunity to attend. The 30 children and chaperones enjoyed a festive concert, fine dinner at the Fairmont Copley Place and a visit from none other than Santa Claus himself.



## Wynn Boston Harbor Promotes Local Art and Music

The City Spotlights Summer Leadership Program, an intensive work-study leadership training program for local teens, is recognized locally and nationally as an exemplary model for arts education and creative workforce development in multicultural and diverse communities. In 2016, Wynn Boston Harbor sponsored the participation of three Everett students in the program. The first teens from outside of Boston to be accepted to the program, the three Everett students joined more than 60 peers to learn college and career readiness, community advocacy and leadership development skills through a carefully-designed curriculum led by local teaching artists and working professionals.



## Making a Personal Impact: Wynn Employee Foundation

The Wynn Employee Foundation was created to support employees' desire to personally impact their communities and contribute to causes close to their hearts. With this streamlined avenue to support charities in their hometowns, employees are better able to participate in initiatives of their choice and serve as advocates for important issues in their communities.

Through the foundation, Wynn employees are able to double their impact with the Wynn company match of up to \$1,200 per employee. In 2016, Wynn employees contributed \$390,400 to 113 local organizations. The Wynn Community Grant Fund, a fund designed to award grants to local nonprofits, raised an additional \$82,400 that will be dispersed at the direction of the dedicated employee members of the Employee Advisory Council.

In 2016, Wynn employees donated more than 20,000 hours of community service through the Wynn Employee Foundation. These hours were dedicated to activities creating a healthy and vibrant community, including building gardens at local elementary schools, handing out groceries to families, donating blood to those in need, visiting senior centers, reading to children, and much more.







## Our Commitment to Environmental Stewardship

We believe that environmental sustainability requires a comprehensive commitment to responsible measures at every level. We seek to be good stewards of our planet and take personal responsibility to reduce our environmental impact and conserve natural resources. At all of our properties, we've implemented programs to reduce or reuse the emissions and waste that we produce and promote efficient use of resources by monitoring and minimizing our consumption of energy and water.

Located in the backyard of Wynn Boston Harbor, we are committed to restoring and protecting the shorelines of the Mystic and Malden Rivers in partnership with the Mystic River Watershed Association





## Going For Gold

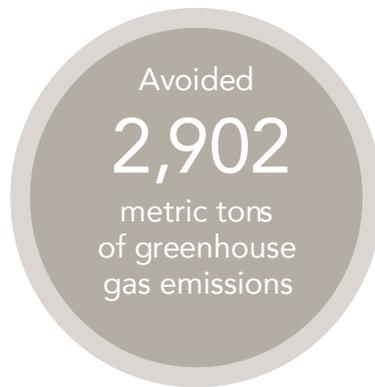
Leaders in Energy Efficient Design (LEED) is a rating system from the United States Green Building Council to evaluate the environmental performance of a building and encourage market transformation toward sustainable design. For the past three years, Wynn Las Vegas has been awarded a LEED Gold Equivalent Building Certification, and in 2016, successfully completed its recertification. Contributing factors included the installation of energy recovery ventilation units, guest room energy management systems, sustainable wood products and LED lighting in public areas, guest rooms, parking garages and exterior fixtures.



## Wynn Las Vegas Enhances Energy Efficiency

Wynn Las Vegas has advanced its commitment to responsible operations and efficient resource utilization by implementing energy efficiency measures, developing a renewable energy supply strategy and adhering to Leadership in Energy and Environmental Design (LEED) standards.

In 2016, Wynn Las Vegas invested millions of dollars in energy efficiency measures including the installation of LED lighting and fixtures, energy recovery ventilation units and a pre-cooling system to promote efficient building ventilation.



4.1 million kilowatt hours of electricity saved



Enough to power 429 homes for a year



## Embracing Renewables

To promote cleaner power generation and reduce its carbon footprint, Wynn Las Vegas enhanced its energy strategy and decreased its reliance on the local energy supplier. This initiative enabled the facility to procure Renewable Portfolio Credits in 2016 equal to over 25 percent of its annual energy load, outpacing the State of Nevada Renewable Portfolio Standard, which requires that by 2025 all energy sold within the state must contain a mix of 25 percent renewables. All of these credits were generated by either Nevada based solar generators or State of Nevada Demand Side Management projects, which incentivizes electricity users to curb their power usage in times of high demand on the electricity grid, thus avoiding the need for new generation facilities.

Wynn Las Vegas has undertaken very progressive and exciting steps towards the investment in utility scale renewable generation resources for both on-site and off-site solar resource developments. Wynn is an active leader in energy policy and strives to develop thoughtful and innovative initiatives that will further the integration of renewable resources while fostering the investment in emerging energy technologies. Wynn is actively working with the most innovative companies in the renewable generation and energy storage sector to develop and integrate new energy solutions into our resort's diverse energy portfolios.

## Wynn Las Vegas Renewable Energy Credits



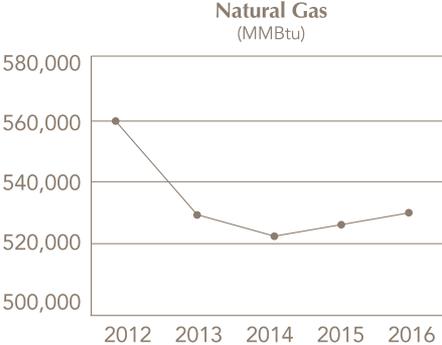
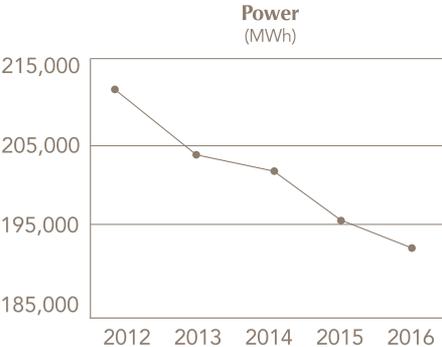
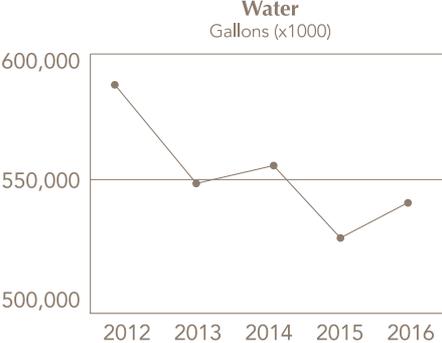
Enough to power 3,600 homes for a year



Enough to power 7,230 cars for a year



# Wynn Las Vegas Conservation and Efficiency Results



David Walzog, Executive Chef at Lakeside at Wynn Las Vegas,  
hand selects ethically sourced seafood





## Sustainable Delicacies

Wynn Las Vegas is dedicated to providing sustainably sourced seafood directly from independent fishermen for its award-winning restaurants, including Lakeside. To avoid unintentional trapping of marine life, all seafood served at the restaurant is line-caught. The ocean-to-table sourcing model allows for a 24- to 48-hour delivery turnaround, continuously highlighting seasonal and indigenous species. To ensure that species are properly identified, all catches are carefully inspected upon delivery.

## Single-Stream Recycling

To advance our commitment to resource conservation, Wynn Las Vegas has implemented wet-waste single-stream recycling in its facilities. The primary goal of the program is to recycle everything possible. By collecting and sorting food waste, landscape waste and recyclables such as paper, plastic and cardboard, single-stream recycling repurposes waste for various commodity streams or sustainable food sources for local farm animals.



## Wynn Boston Harbor Site Remediation

In 2016, Wynn Boston Harbor continued to make progress on a full remediation of an abandoned industrial site, restoring the location to productive use. The \$30M remediation efforts were fully funded by the resort without the aid of taxpayer dollars.

## Creating a Living Shoreline

In 2016, Wynn Boston Harbor continued to invest in the restoration and development of a living shoreline by removing contaminated soil, organizing permits and creating a design for the shoreline. Throughout this project, Wynn Boston Harbor has been closely aligned with Mystic River Watershed Association (MyRWA), an environmental organization that is focused on protecting and restoring the Mystic and Malden Rivers. Together, Wynn Boston Harbor and MyRWA have formed a partnership, working together to create a remediation blog that tracks the progress of the project. Through our annual support, the organization has been able to take on new challenges including the Mystic River Greenways initiative and Malden River Greenways project.



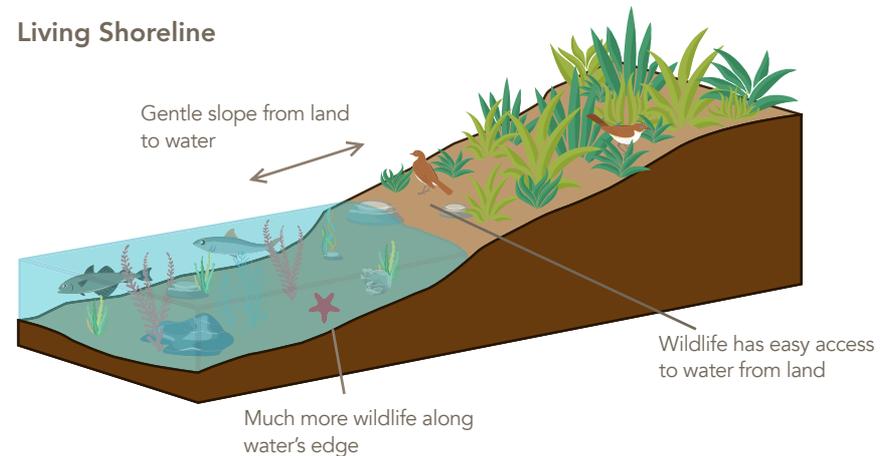
## What is a Living Shoreline?

- Provides a natural bank stabilization
- Uses a variety of structural and organic materials, including wetland plants, coir fiber wrap, sand fill and stone
- Provides protection for surrounding riparian and intertidal environments
- Improves water quality via filtration of upland runoff
- Helps reduce carbon dioxide while increasing coastal resilience
- Creates habitat for aquatic and terrestrial species
- Increases biodiversity
- Returns the waterfront back to its natural beauty

### Retaining Wall



### Living Shoreline



## Wynn Macau Integrates Sustainability into its Operations

### Energy Efficiency

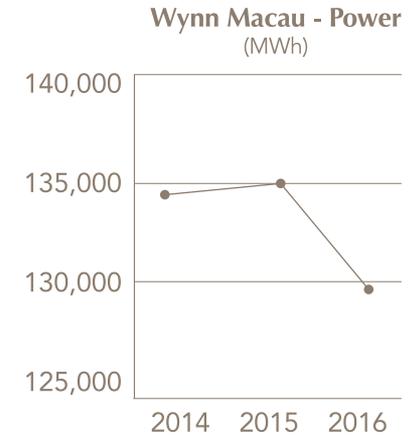
In 2016, Wynn Macau began replacing selected incandescent lighting with LED and low energy fluorescent lighting. As a result, we have reduced our electricity usage without compromising on our superior standards for guest experience.

### Education, Awareness and Participation

Employees who are passionate about raising awareness for environmental issues and support the adoption of sustainable practices and technologies can join Wynn's Green Initiatives team. Team members serve as advocates for waste reduction and recycling initiatives. Our employees are encouraged to participate in environmentally friendly practices and training programs to learn how to further integrate sustainable practices into our operations.

### Clean the World

Clean the World, a not-for-profit corporation, collects and recycles soap and hygiene products discarded every day by the hospitality industry and other sectors that generate similar waste. Through the distribution of these and other donated products to impoverished people, the organization works to prevent millions of hygiene-related deaths each year. Wynn Macau has partnered with Clean the World for six years to recycle discarded soap from our resorts.





# Recent Beneficiaries

## Las Vegas

Aid for Aids Nevada  
American Heart Association  
Asian Chamber of Commerce  
Assistance League of Las Vegas  
Boys and Girls Club of Southern Nevada  
Clark County Public Education Foundation  
Clark County School District  
Clean the World  
Communities in Schools  
Core Academy  
Culinary Academy of Las Vegas  
Desert Research Institute - DRI  
DISCOVERY Children's Museum  
Family to Family Connection  
Foundation for Excellence in Education, Inc  
Friends For Las Vegas Police K-9s  
Friends of Las Vegas Metro PD  
Girl Scouts of America  
Global Gaming Women Charitable Education Fund  
Goodie Two Shoes Foundation

Greater Las Vegas Inner City Games (AFAS)  
Green Our Planet  
HELP of Southern Nevada  
HomeAid  
Human Rights Campaign Foundation  
Josh Stevens Foundation  
Keep Memory Alive  
Lakeshore Learning  
Las Vegas Metro Chamber of Commerce  
Latin Chamber of Commerce  
Legal Aid of Southern Nevada  
Meeting Professionals Int'l - MPI  
Nathan Adelson Hospice  
National Center for Responsible Gaming  
National Judicial College  
Nevada Ballet Theater  
Nevada Hispanic Business Group  
Nevada PTA  
Nevada SPCA  
One Drop Foundation

Opportunity Village  
Project 150  
Senoras of Excellence  
SHARE - Veterans Village  
Sole Angels  
Spread the Word Nevada  
Springs Preserve  
Super Summer Theater  
Susan G. Komen  
Teach for America  
The Animal Foundation  
The Gay and Lesbian Center  
The Las Vegas Chapter of the National Bar Association  
The Leukemia & Lymphoma Foundation  
The Shade Tree  
Three Square  
United Way  
UNLV Foundation  
Urban Chamber of Commerce  
USO

## Boston Harbor

MasTV/El Planeta  
Citi Performing Arts Center (The Wang Center)  
Mystic River Watershed Association  
Center for Women & Enterprise  
E Club of Everett  
Everett Chamber of Commerce  
City of Medford  
The Puerto Rican Festival of Massachusetts  
New England Civil Rights Fund

South Cove Manor Nursing and Rehabilitation  
Scholar Athletes  
Boston Harbor Now (Boston Harbor Island Alliance)  
Social Capital Inc  
City of Everett (Everett Public Schools)  
Lasell College  
Boston Pops  
Friends of Malden Teen Enrichment Center  
MJW Charitable Foundation

Hispanic American Institute  
Elizabeth Stone House, Inc  
Urban League of Eastern Massachusetts  
City of Everett (Village Fest)  
Campaign for a Safe and Healthy MA  
City of Medford  
La Comunidad, Inc.  
Charlestown Working Theater

## Macau

Caritas Macau  
France Macau Business Association  
ANIMA - Sociedade Protectora dos Animais de Macau  
Santa Casa Da Misericordia De Macau  
Praia Grande Edicoes Lda  
The Women's General Association of Macau  
International Ladies' Club of Macau  
The General Union for Neighbourhood Associations of Macau  
Macau Special Olympics  
Macau Sport Development Foundation  
Rotary Club of Macau  
Macau Civil Servant's Association  
Macao Taxi Driver Mutual Association  
American Consulate General, Hong Kong  
Macau Trail Walker Limited  
Macau European Chamber of Commerce  
Centro De Pesquisa Economia Global De Turismo  
Blue Sky Venture Limited  
Macau Special Olympics  
The American Chamber of Commerce in Macau  
Macau Polytechnic Institute Students Union

The General Union for Neighbourhood Associations of Macau  
Macau Trail Walker Limited  
Macau Business SK Events  
Warrior Fitness  
Orbis Macau  
Fundacao para o Desenvolvimento da Universidade de Macau  
Macau Gaming Equipment Manufacturers Association  
National Conditions Education Association (Macau)  
ARTM-Association of Rehabilitation of Drug Abusers of Macau  
Fundo de Beneficencia dos Leitores do Jornal Ou Mun  
Associacao de Beneficencia Tung Sin Tong  
The American Chamber of Commerce in Macau  
Orbis Macau  
World Vision of Macau Association  
Macau Special Olympics  
Associacao de Estudantes do Instituto de Formacao Turistica E Ingles Student  
Macau Sport Development Foundation  
Macau Trail Walker Limited  
Fundo de Beneficencia dos Leitores do Jornal Ou Mun  
National Conditions Education Association (Macau)



