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# Supplier Policy Statement

**Σntain**

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## Introduction

We are one of the world's largest and most successful betting and gaming companies, and we aim to meet the highest standards in everything we do, from the way we run our business and manage our financial affairs, to how we support our people, our customers and the communities we work in.

Some of those standards are legal requirements, but others simply depend on acting honestly, openly and with integrity. Our business is founded on fair play.

This supplier policy is a summary of the standards, principles and policies that underpin Entain and what we expect from everyone who works for us or does business with us.

We strongly encourage suppliers to exceed the requirements of this policy and promote best practice and continuous improvement throughout their operations.

Where a supplier is referenced under this policy, it is automatically deemed to include a supplier's subcontractors, employees and/or consultants (where applicable).



## Our Values

1. We abide by the highest standards of financial conduct and will never tolerate bribery, money-laundering, conflicts of interest, tipping-off, anti-competitive practices or unauthorised share dealing.
2. We don't discriminate on the basis of age, disability, gender or gender reassignment, pregnancy or maternity, race, religion or belief, sexual orientation or marriage/civil partnership.
3. We promote equality, diversity and inclusion in all our working practices.
4. We act in tolerance and empathy. There is no place in our company for bullying, harassment, victimisation, violence, threats of violence or abuse of any kind.
5. We are committed to providing a safe work environment that promotes our people's safety, health and wellbeing.
6. We make every effort to protect personal information relating to our employees, customers and suppliers.
7. We work hard to reduce our environmental impact as a business and make it easy as we can for our colleagues to do the same.

## Laws

Our suppliers must comply with all laws applicable to their business, including human rights and employment laws, and should support the principles of the United Nations Global Impact, the UN Universal Declaration of Human Rights, the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work.



## Employment and Human Rights

### *Child Labour*

We do not use child labour and expect our suppliers to do the same. We expect our suppliers to abide by national laws and, as a minimum standard, not employ children under the age of 15 or as applicable under national laws, whichever is higher.

### *Forced Labour*

We commit to not using any forced labour and expect all our suppliers to not use any type of forced labour including bonded, slave or human trafficked labour, and never engage in any form of bought commercial sex acts. Our suppliers must ensure that they are not directly or indirectly involved in any form of forced or involuntary labour.

All workers must have the freedom to terminate their employment contract in accordance with established national laws.

### *Wages and Benefits*

We expect all our suppliers to pay workers at least the national minimum wage in line local/national laws.

### *Working Hours*

Suppliers must ensure that workers comply with local laws. In any event, workers should not be asked to work over excessive hours.

### *Freedom of Movement*

Suppliers must not unreasonably restrict workers' freedom of movement by physically confining workers to the workplace.



## *Freedom of Association*

We recognise the importance of communication between management and workers with regards to working conditions without fear of intimidation, harassment or penalty and expect our suppliers to do the same. Suppliers must respect the rights of workers to exercise free association including joining an association of their choosing.

## *Bribery*

Bribery is a serious offence, which can lead to unlimited fines, imprisonment and criminal prosecution. It could also mean the loss of our gambling licenses and significant reputational damage. Accordingly, our policy at Entain is very simple - making, promising or accepting any form of bribe is unacceptable, whether directly or indirectly. This applies not only to our employees, but to anybody working for us, providing services to us or working on our behalf across Entain's global operations.

Suppliers must comply with all applicable anti-bribery and corruption laws. If no such antibribery or corruption laws apply or are of a lesser standard to that prescribed in the UK Bribery Act 2010, suppliers, representatives and their employees must adhere to the UK Bribery Act 2010.

Where such laws do not exist or are to a lesser standard than the Bribery Act 2010 (England and Wales), the supplier shall comply with the said act as a minimum standard.

## *Anti-Money Laundering*

Our suppliers must comply with all applicable anti-money laundering regulations.

## *Confidentiality*

Suppliers must comply with contractual provisions and any legal requirements in relation to confidential information. In addition to any contractual obligations and/or legal obligations, our confidential information should always be handled with care to preserve the confidentiality of such information.



## *Conflicts of Interest*

Conflicts of interests run against the fair treatment we expect, which is one of our core values. Conflict of interests can also break the law and seriously damage our reputation and integrity.

Our suppliers must avoid any interaction with any of our employees that may either conflict or appear to conflict with the employee acting in the best interests of Entain. An example of a conflict of interest would be a supplier engaging, during a tender process, with an employee who is a relative or has any other relationship. In this case, the supplier must disclose of the relationship to Entain.

## **The Workplace and Surroundings**

### *Health and Safety*

We require that all our suppliers provide their employees with safe, clean and healthy work environment and comply with all relevant national laws for health & safety at work. We expect that all our suppliers understand the different health and safety risks and put in place the necessary preventative measures. We expect that suppliers will have documented their arrangements for complying with relevant health and safety legislation along with their risk assessments and will provide this documentation upon request.

### *Environment*

Suppliers must comply with all national environmental laws which apply to the products produced and how they are manufactured and disposed of. We will engage with key suppliers to identify opportunities for improving the environmental sustainability within the supply chain and expect suppliers to respond accordingly. We expect our suppliers to have their own sustainable procurement policy in place for their own suppliers.

### *Security*

Suppliers must ensure that they safeguard the security of their computer systems and ensure they comply with the highest industry standards.



## Audit

We reserve the right to verify the supplier's compliance with this code by conducting an audit. Where we discover evidence of non-compliance with the code, we reserve the right to request corrective actions and, in addition to any contractual and/or legal rights, in respect of serious non-compliance with this code, reserve the right to terminate any agreements with the supplier.

## Other Entain Corporate Policies

This Supplier Policy is to be read in conjunction with, and is subject to, Entain corporate policies found at [<https://entaingroup.com/sustainability/codeofconduct-2/>], including, but not limited to, the Entain Code of Conduct. In the event of any conflict between this Supplier Policy and the Entain Code of Conduct, the Entain Code of Conduct shall prevail.

