

CODE OF CONDUCT FOR SUPPLIERS

Casinos Austria AG and the Austrian Lotteries group of companies, are committed to promoting sustainable development within the framework of their social responsibility. In the course of this, the group deals with the ecological, social and economic impact of its suppliers and their activities. The supplier code of conduct reflects our values; and ensures that we as a group of companies, as well as our suppliers, comply with legal framework conditions in the sense of sustainable development.

The present Code of conduct for suppliers is based on the General Declaration on Human Rights, the principles of the UN global Compacts, the ONR 192500, the basic code of the Ethical Trading Initiative (EIT) SA8000, OECD guidelines for multinational companies, ISO 140001, ISO 50001, ISO 45001, ISO 27001 and OHSAS 18001.

Framework & application of the code of conduct, applies to all our suppliers and contractors, and their employees; including temporary and leasing employees. It completes the code of conduct of the group of companies, the existing supplier contracts, or the general terms and conditions and relevant purchasing regulations; but does not replace them. The contractor shall also be bound by this code of conduct to its suppliers.

The general rules of conduct of Casinos Austria AG and Austrian Lotteries group of companies; in dealing with customers and guests, suppliers, governments, agencies, politicians, competitors and co-workers; are in the code of, and characterized by the following points:

- a) Mutual respect – adherence to the UN Human Rights Charter
- b) Compliance with laws and societal norms
- c) Responsibility through player protection
- d) Responsible Gaming
- e) Prevention and control of Money laundering
- ⇒ Ensuring data protection, confidentiality and game secrecy
- f) Information security
- g) Avoidance of conflicts of interest

We expect our customers to observe these rules of conduct, and also to integrate them into their everyday business development.

Social responsibility - we expect our clients to follow the basic code of the Ethical Trading Initiative (EIT). That is why they are also part of this supplier code – these are the principles pursued:

- a) The employment relationship is chosen freely.
- b) The Freedom of association and the right to collective bargaining are respected.
- c) Working conditions are safe and hygienic.
- d) No child labor is used.
- e) Minimum wages are paid.
 - ⇒ The working time is not excessive.
 - ⇒ Discrimination is not practised.
- f) There is a regulated employment relationship.
- g) Inhuman or brutal treatment is not allowed.

In addition, he is committed to providing his staff with safe and hygienic working conditions, and to comply with occupational safety regulations. This can be demonstrated by the implementation of the OHSAS 18001 standard.

Protection of the environment, the undertaking of which is to comply with all environmental protection legislation, to continuously improve its environmental performance and to act in accordance with the precautionary principle. The sustainable and efficient use of resources is very important to us. That is why we also expect our resources to be working in more resource-confined ways including recycling, waste reduction and use of circulatory management. The group of companies is to introduce production to near ISO14000 or comparable standards (e.g. EMAS) for management systems, in order to improve the environmental performance. When dealing with chemicals or toxic substances, the Company undertakes to comply with all legal regulations and to guarantee protection for society, employees and the environment. With regard to climate change, the commitment to use energy efficiently to reduce energy consumption and greenhouse gas emissions is undertaken. In addition, it is the aim to incorporate Renewable Energy.

Control and compliance with the Agreement, and violation compliance with the obligations of the supplier code, may be subject to Casinos Austria AG and the Austrian Lotteries group of companies. This can be done in the form of audits, self-assessments, supplier meetings, or other similar forms of surveillance. The breach of an obligation set out in this code of conduct may have a far-reaching effect on the partnership between the client (AG) and the contractor. In the case of the contravening, there may be a termination of the contract with immediate effect.

Sources: Universal Declaration on Human Rights principles of the UN Global Compact ONR 192500 – Social responsibility (equivalent to ISO26000) basic code of Ethical Trading Initiative (EIT) SA8000-Social standard OECD guidelines for multinational companies ISO 140001-Environmental management ISO 50001-energy management, OHSAS 18001 Occupational Health and Safety Assessment Systems, ISO 45001, ISO 27001 Information security management systems.