

Supplier Code of Conduct

With a view to its social responsibility, the Casinos Austria AG and Österreichische Lotterien Group has made a commitment to the promotion of sustainable development. This involves the Group considering the environmental, social and economic impact of the activities of it and its suppliers. The Supplier Code of Conduct reflects our values and ensures that we as a Group and our suppliers comply with legal framework conditions in the interest of sustainable development.

This Supplier Code of Conduct is based upon the Universal Declaration of Human Rights, the principles of the UN Global Compact, Austria's ONR 192500 standard, the ETI (Ethical Trading Initiative) Base Code, SA8000, the OECD Guidelines for Multinational Enterprises, ISO 140001, ISO 50001 and OHSAS 18001.

Framework and Application

The Supplier Code of Conduct is applicable for all our suppliers and their staff (including temporary and agency staff).

It completes but does not replace the Group's Code of Conduct, existing supplier contracts, the General Terms of Business and relevant purchasing conditions. Suppliers are required to impose this Code of Conduct upon their upstream suppliers.

General Standards of Conduct

The Casinos Austria AG and Österreichische Lotterien Group's general standards of conduct when interacting with customers, guests, suppliers, governments, agencies, politicians, competitors and co-workers are laid down in the Code of Conduct and characterised by the following points:

- mutual respect – compliance with the UN Charter of Human Rights;
- compliance with laws and social norms;
- responsibility for player protection – Responsible Gaming;
- preventing and combating money laundering;
- ensuring data protection, confidentiality and game secrecy prevails;
- security of information, and
- avoidance of conflicts of interest.

We expect our suppliers to observe these rules of conduct and to integrate them into their day-to-day business.

Social Responsibility

We expect our suppliers to comply with the ETI Base Code, which is why it also forms part of this Supplier Code. The principles pursued follow:

- employment is freely chosen;
- freedom of association and the right to collective bargaining are respected;
- working conditions are safe and hygienic;
- child labour shall not be used;

- living wages are paid;
- working hours are not excessive;
- no discrimination is practiced;
- regular employment is provided, and
- no harsh or inhumane treatment is allowed.

Suppliers are also committed to providing staff with safe and hygienic working conditions, as well as to complying with occupational health and safety regulations. This can be demonstrated by implementing OHSAS 18001.

Protection of the Environment

Suppliers undertake to comply with all legal provisions on the protection of the environment, to continuously improve environmental performance and to act in accordance with the cause for concern principle.

We believe that the sustainable and efficient use of resources is extremely important. Accordingly, we expect our suppliers to operate in a resource-efficient manner which involves recycling, waste reduction and the application of circular economics.

The Group urges suppliers involved in production to implement ISO 14000 or comparable standards (e.g. EMAS) as a management system in order to improve environmental performance. When handling chemicals or toxic substances, suppliers undertake to comply with all statutory provisions and to guarantee the protection of society, their staff and the environment.

With regard to climate change, suppliers undertake to use energy efficiently in order to reduce energy consumption and greenhouse gas emissions. In addition, suppliers aim to use renewable energies wherever possible.

Verification, Compliance with the Agreement and Violations

The Casinos Austria AG and Österreichische Lotterien Group or independent third parties may verify compliance with the obligations arising from the Supplier Code at any time. This may take the form of audits, self-assessments, supplier meetings or similar types of monitoring. Violation of an obligation laid down in this Code of Conduct can have far-reaching consequences for the partnership between the client and supplier. Contracts may be terminated with immediate effect in the event of infringement.

Sources:

[Universal Declaration of Human Rights](#)

[Principles of the UN Global Compact](#)

[ONR 192500](#) – Social Responsibility (equivalent to ISO 26000)

[ETI Base Code](#)

[SA8000](#) – Social Standard

[OECD Guidelines for Multinational Enterprises](#)

[ISO 14001](#) – Environmental Management

[ISO 50001](#) – Energy Management

[OHSAS 18001](#) – Occupational Health and Safety Assessment Systems