

Betsson Supplier Code of Conduct

Betsson's commitment to ethical business practices, legal, compliance, and social and environmental responsibility extends to our suppliers, business partners and external contractors (from here on referred to as "suppliers"). Betsson has set up Supplier Due Diligence within its Procurement Business Process which Suppliers are required to adhere to. Betsson recognises that proper supplier management and mutually beneficial supplier relationships are vital for running a sustainable, successful business long-term.

This Supplier Code of Conduct outlines the standards and expectations for all suppliers providing goods and services to Betsson. The Code is complemented by additional policies and procedures which, where relevant, are made available to suppliers.

We expect our suppliers to adhere to internationally recognised standards, such as:

- [UN Universal Declaration of Human Rights](#)
- [UN Global Compact ten principles](#)
- [UN Guiding Principles on Business and Human Rights](#)
- [OECD Guidelines for Multinational Enterprises on responsible business conduct](#)
- [International Labour Organization \(ILO\) Conventions and Recommendations](#)

Ethics and business compliance

Suppliers must comply with applicable laws, regulations, and industry standards in the countries where they operate as well as ensure that Betsson maintains its own compliance obligations, as applicable. This includes, but is not limited to, laws related to anti-corruption and anti-bribery, anti-money laundering, data protection, and fair competition.

- Suppliers shall not take part in any form of bribery or corruption.
- Suppliers shall avoid situations where a conflict of interest may occur.
- Suppliers shall not give or receive inappropriate gifts, hospitality or donations.
- Through established routines, suppliers shall prevent its own operations from being used for money laundering or financing of terrorism.
- Suppliers shall act in compliance with tax laws and regulations in the jurisdictions in which they operate, and act to protect Betsson from being involved or used in tax evasion.
- Suppliers shall handle personal data with the utmost respect and confidentiality.

Human rights and labour practices

Suppliers shall respect internationally recognized human rights and undertake not to cause, participate in, or through its business activities be linked to, a negative impact on human rights.

- Suppliers shall provide a workplace free from discrimination and harassment.
- Suppliers shall adhere to fair labour practices, including the prohibition of forced labour, child labour, and human trafficking. Wages and benefits must comply with local laws and industry standards.

- Suppliers shall recognise workers' lawful rights of free association, including joining or not joining any association of their choosing.
- Suppliers shall provide a safe and healthy working environment for their employees.

Environmental Responsibility

Suppliers shall strive to minimize their environmental impact through sustainable practices, such as reducing waste, conserving energy, and using environmentally friendly materials.

Supplier engagement

If needed, suppliers are encouraged to contact Betsson Procurement or their designated supplier manager at any stage of the business relationship to discuss the above areas. Betsson aims to support suppliers in meeting the principles within this Code.

Suppliers are expected to acknowledge their adherence to this Code of Conduct before entering into a business relationship with Betsson.

Suppliers are expected to keep reasonable records regarding initiatives within these areas, and Betsson may ask to audit processes, access documentation and raise reasonable enquiries from time to time to ensure compliance with this Code.

Suppliers are expected to promptly report any concerns or breaches of this Supplier Code of Conduct to Betsson via the designated whistleblower reporting channel, accessible at <https://report.whistleb.com/en/BetssonGroup>.