



SISAL S.p.A. HEALTH AND SAFETY, ENVIRONMENT AND ENERGY POLICY

PURPOSE	BUILDING A MORE RESPONSIBLE FUTURE
MISSION	TO OFFER THE BEST RESPONSIBLE GAMING EXPERIENCE, GENERATING VALUE FOR SOCIETY AND PEOPLE
VISION	BE THE LEADING COMPANY AT INTERNATIONAL LEVEL IN RESPONSIBLE GAMING, DRIVING DIGITAL INNOVATION

OUR VALUES



RESPONSIBILITY

Responsibility is central to our actions.

It guides our strategy, ensuring aware, sustainable and long-term growth.



PEOPLE

People are at the heart of our company.

We are committed to listening to, valuing and rewarding each of them so that they can contribute to achieving our corporate purpose.



INNOVATION

Innovation inspires our company.

It stimulates creativity, supports evolution and growth, and contributes to generating lasting value.

For Sisal S.p.a. and its Subsidiaries (hereinafter referred to as Sisal), the protection of the environment, the promotion of energy efficiency and health and safety of people are essential factors and objectives of primary importance in conducting business, in line with the Group's corporate purpose and values, codes of conduct and sustainability strategy.

This Sisal S.p.A. Policy (hereinafter referred to as the "Policy"), applicable to its Italian and foreign Subsidiaries consistently with the applicable regulations in the countries of reference, defines the company's commitment to the pursuit of these objectives.

The adoption of the Management System, according to standards ISO 14001, 50001 and 45001, and the implementation of the Policy support the achievement of strategic objectives and are the main drivers for staff involvement and process improvement.

Applying the Risk Based Approach, Sisal also constantly analyses risks and identifies appropriate mitigation actions in order to reach an acceptable residual risk level.

Sisal considers the effective application of the Management System to be a commitment and responsibility of the entire organisation and calls upon all personnel, at all levels and categories, to comply with the principles contained in this Policy within their respective competences and responsibilities.



THE COMMITMENT OF SISAL S.p.A.

The Policy defines the commitment of Sisal S.p.A. and its Italian and foreign Subsidiaries to:

- ★ enhance the culture of environmental protection, occupational health and safety, energy efficiency and use of natural resources, through training, information and awareness-raising of personnel for active and responsible participation in the implementation of the principles and achievement of the objectives;
- ★ manage activities in compliance with legal and regulatory requirements, as well as specific contractual agreements with the various stakeholders;
- ★ optimise business processes and the use of resources, in order to achieve the highest level of effectiveness and efficiency, while respecting the health and safety of workers and paying the utmost attention to the environment;
- ★ lead and manage activities with a view to preventing accidents, injuries and occupational diseases, raising awareness of all workers to report near misses/accidents regarding both environmental and occupational health and safety;
- ★ safeguard natural resources and pursue their sustainable use in the company's value chain in order to prevent pollution, reduce waste, facilitate recycling and recovery, and pursue continuous improvement;
- ★ pursue energy efficiency and the containment of greenhouse gas emissions in line with the zero net emissions target that Sisal has set itself¹, actively contributing to the decarbonisation targets set by the EU and the United Nations 2030 Agenda's Sustainable Development Goals (SDGs);
- ★ engage its suppliers, customers and partners to behave consistently with it in a shared path of sustainability;
- ★ define and review environmental, health, safety and energy objectives and related improvement programmes, ensuring the availability of information and resources for their achievement, also through inspections and audits;
- ★ promote dialogue and debate with all stakeholders, considering their requests and activating appropriate tools for participation and communication on the performance of company activities;
- ★ ensure the independence of the Supervisory Body through adequate separation of responsibilities and reporting between supervisory and other activities, as well as the confidential handling of information obtained or produced during the activities carried out.

This policy is updated periodically and is available to stakeholders, the public and anyone who requests it, with a view to transparency and cooperation.

Milan, 18 October 2022

Chief Executive Officer of Sisal S.p.A.
Francesco Durante



¹ More details on the objectives can be found in the Sustainability section of the website.