



SOCIAL RESPONSIBILITY of SISAL S.p.A.

PURPOSE	BUILDING A MORE RESPONSIBLE FUTURE FOR SOCIETY AND THE ENVIRONMENT.
MISSION	OFFER THE BEST RESPONSIBLE GAMING EXPERIENCE, GENERATING VALUE FOR SOCIETY AND PEOPLE THROUGH TRANSPARENCY, INNOVATION, AND PLAYER PROTECTION.
VISION	BE THE INTERNATIONAL LEADER IN RESPONSIBLE GAMING, DRIVING DIGITAL INNOVATION AND PROMOTING A SAFE AND SUSTAINABLE ECOSYSTEM.

VALUES



RESPONSIBILITY

Responsibility is the pillar of our actions.

We guide our business with integrity and ethics, promoting sustainable development that respects the environment, the community, and human rights



PEOPLE

People are at the heart of our company.

We are committed to creating an inclusive and safe work environment, promoting employee well-being and having a positive impact on society



INNOVATION

Innovation is the engine of our development

We invest in sustainable and responsible solutions, stimulating ethical growth and contributing to the creation of value for future generations

Sisal recognizes social responsibility as a fundamental principle of its strategy and corporate culture, aiming to contribute to sustainable development by generating shared and inclusive value for people, communities, and stakeholders.

With this Social Responsibility Policy, Sisal commits to adopting responsible behaviors consistent with current regulations and national and international standards regarding human rights, working conditions, protection of diversity, and environmental stewardship.

Social and environmental responsibility shapes our corporate choices and responds to stakeholder expectations, integrating into organizational processes and translating into measurable and monitored action plans over time.

This Policy outlines the commitments we intend to pursue to promote sustainable, ethical, and responsible practices.

The adoption of a structured approach to social responsibility, in line with ISO 26000 and PdR 125 standards, supports the achievement of strategic objectives and encourages staff engagement and continuous process improvement. Through risk-based analysis, Sisal identifies and implements mitigation actions to ensure a positive impact on society and the environment.



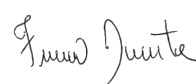
Sisal considers effective application of this Policy a shared commitment and responsibility throughout the organization and invites all personnel, at every level, to adhere to the principles contained herein.

COMMITMENT OF SISAL S.p.A.

This Policy defines the commitment of Sisal S.p.A., Sisal Italia S.p.A. e Sisal Gaming s.r.l to respect and promote the following principles:

- ✦ **Responsibility:** We take responsibility for our decisions and their impact on society and the environment.
- ✦ **Transparency:** We ensure clear and accessible communication about our activities affecting society and the environment and their impacts, reporting annually and communicating with stakeholders in the most appropriate ways.
- ✦ **Ethics and Fair Conduct:** We operate with integrity, fairness, and respect for human rights.
- ✦ **Stakeholder Engagement:** We promote dialogue and interaction with all stakeholders – including employees, customers, suppliers, and local communities – taking their needs into account and activating suitable participation and communication tools.
- ✦ **Legality:** We operate in compliance with applicable national and international regulations and specific contractual agreements with various stakeholders.
- ✦ **Environmental Protection:** We are committed to reducing our environmental impact through sustainable and responsible practices, safeguarding natural resources, and pursuing their sustainable use across the company's value chain, with the aim of preventing pollution, reducing waste, facilitating recycling and recovery of materials, and pursuing continuous improvement.
- ✦ **Inclusion:** We promote a safe, inclusive, and respectful work environment that values each individual's uniqueness and removes all types of barriers, also through training, information, stakeholder awareness, and policies that foster work-life balance, active participation, and equal opportunities.
- ✦ **Community Involvement:** We support social initiatives and local development projects to create shared value in the areas where we operate.

This policy is periodically updated and made available to interested parties, to the public, and to anyone who requests it, in a spirit of transparency and collaboration.



Firma elettronica apposta da:
Francesco Durante
Data: 22/ott/2025 15:57:00
GMT+2

Chief Executive Officer Sisal S.p.A.

Francesco Durante